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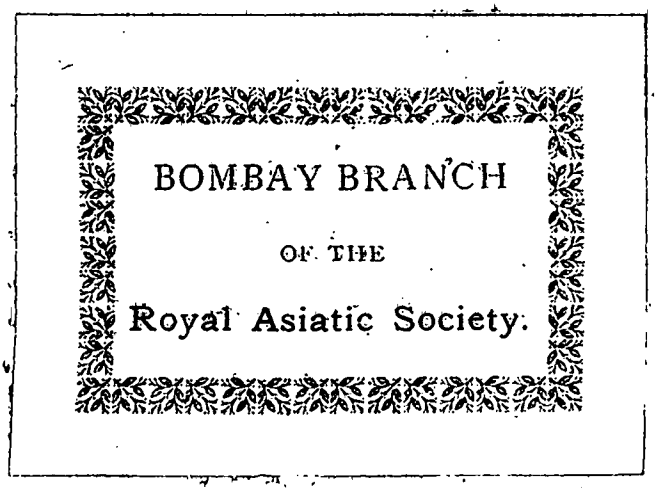

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TWENTY-NINTH REPORT

OF

HER MAJESTY'S CIVIL SERVICE COMMISSIONERS,

WITH

APPENDIX.

103182

Presented to both Houses of Parliament by Command of Her Majesty.

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TWENTY-NINTH REPORT.

MAY IT PLEASE YOUR MAJESTY,

WE, Your Majesty's Civil Service Commissioners, humbly offer to Your Majesty this our Twenty-ninth Report, relating to the examinations held under our directions during the year 1884.

The total number of cases disposed of by us in that year was 20,087,* which may be distributed under the following heads:— Number of cases in 1884.

I. Cases falling under the Order in Council of June 4th, 1870 - - -			15,116
II. Cases not falling under this Order, viz.: —			
(*a.*) For Home Services - -	975		
(*b.*) For Indian Services - -	334		
(*c.*) For Military Services - -	3,304		4,971
(*d.*) For Naval Services - -	341		
(*e.*) For Colonial Services - -	17		
Total - - - -			20,087

A further analysis, as well as some comparisons between the figures of the year under review and those of previous years, will be found in tabular statements appended to this Report. On reference to these statements it will be seen that, in the aggregate, there has been a falling off, in comparison with the year 1883, of 6,790 cases, viz., 6,193 under head I. and 597 under head II.

The diminution under head I. is due mainly to the suspension, for a time, of the examinations for the out-door services of the Customs and Excise; the candidates for which services in 1883 numbered 5,451; but partly also to the fact that a competition for Boy Clerkships, held in December last, was not decided within the year, so that the figures for 1884 do not include any candidates of this class, whereas in 1883 as many as 1,313 were included. There was, moreover, a decrease of about 400 in the number of candidates for registration as Temporary Copyists, and of above 600 candidates for service as Sorting Clerks, Telegraphists, and Postmen. On the other hand, there was an increase of nearly 300 in the number of candidates for Men Clerkships of the Lower Division, and of nearly 1,300 in the number of candidates for Female Clerkships in the Post Office.

* In this and similar statements a candidate who appeared twice (or oftener) is counted as two (or more) candidates.

The diminution under head II. is confined to the Home Services, and is due partly to the fact that the numbers in 1883 were swollen by an exceptional examination, of upwards of 400 candidates for promotion to the grade of Examining Officer in the Customs, held at the special request and for the information of the Board of Customs; and partly to a decrease of about 160 in the number of police officers examined for promotion to higher grades. On the other hand, the number of candidates for the Indian, Military, Naval, and Colonial Services was slightly greater in 1884 than in 1883.

Cases under the Order in Council.

The number of candidates, under head I., certificated for Home Civil Service appointments was less by 1,068 than in the preceding year, and the number rejected on literary examination less by 283; differences naturally following from the decrease in the aggregate number of vacancies to be filled and of applicants for examination. On the other hand, the number of candidates presenting themselves at the Preliminary Test Examinations continues steadily to rise. In 1882 the number was 2,537; in 1883 it was 2,865; and last year it was 3,184.

Competitions in 1884.

The number of competitions (excluding the Indian, Military, Naval, and Colonial Services) held within the year was 54, of which 36 were Open Competitions. Amongst these were competitions for Clerkships of the Upper and Lower Divisions; for Female Clerkships and other situations in the Post Office; for the appointments of Engineer Student and Dockyard Apprentice under the Admiralty; and for various situations requiring aptitude of a technical kind.

The extent to which the plan of Competition, as compared with the plan of nominating Candidates singly, now prevails, is shown by Table G. in the Appendix; from which it will be seen that, of Clerkships and similar appointments, 84 per cent. are now the subject of competition, either open or limited to several nominees; the average proportion of candidates to vacancies being, in Open Competitions, about 13 to 1, and, in Limited Competitions, about 6½ to 1.

The Departments in which Limited Competition obtains are the Admiralty (for Dockyard Writers), the British Museum (Assistants), the Irish Land Commission (Clerks), the Post Office (Clerks in the Confidential Enquiry Branch, Technical Officers, and Clerks in the Metropolitan Sorting Offices), the English Prisons Department (Clerks), and the Foreign Office (Clerks and Attachés). In the last-mentioned Department, Limited Competition has been in force as to Clerks from December 1857. For the Diplomatic Service the rule was introduced in 1880, since which time 45 Candidates have competed, at eight competitions, for 15 appointments.

The principal Departments in which the practice is still retained of nominating a single candidate for each vacant Clerkship, subject to a qualifying examination only, are the House of Lords, the House of Commons, the High Court of Justice

(England), the Foreign Office (Vice-Consulships and Consular Clerkships), and the Land Office.

Examinations for clerkships (Class I.)

For clerkships belonging to "Class I." in the Civil Service only one competition was held in 1884. At the preliminary test examination 76 candidates attended; at the competitive examination, 50. Eighteen of these 50 have received appointments.

Competitions for this class have now been in operation for fourteen years, during which time 183 vacancies have been filled by successful candidates. The total number of competitors for these vacancies was 762,* being in the proportion of four to one. Out of this number 82, who received offers of appointments, declined them; the situations thus falling to other candidates lower on the list of qualified competitors.

The following is a list of the 183 vacancies in question:—

Clerkships in the—	
Admiralty	14
Civil Service Commission	7
Colonial Office	10
Home Office	4
India Office	11
Local Government Board (England)	8
Do. do. (Ireland)	4
Lunacy Commission	2
Patent Office	7
Post Office (Secretary's Branch)	42
Record Office (England)	14
Do. (Ireland)	9
Treasury	7
War Office	12
Assistant Surveyorships of Taxes in the Inland Revenue	32

The last-mentioned of these situations are now filled by means of a separate scheme.

The regulations under which these competitions are held provide for the filling up not only of existing vacancies but also, within certain limits, of others which may occur subsequently; the aim being to supply as far as possible the wants of the Departments for a period not exceeding six months in advance. Of the 183 vacancies above mentioned, 88 existed when the competitions were announced, and 95 occurred afterwards.

Lower Division.

At the date of our last Report, Clerks of the "Lower Division" had been introduced into 53 of the Public Departments. This number has since been increased to 54; the additional Department being the Office of the Examiner of Criminal Law Accounts. In one of these 54 Departments, Boy Clerks only are employed. In all the rest Men Clerks are serving, and in 11 of them Boy Clerks serve as well as Men Clerks.

* *See* note on p iii.

Competitive examinations for Men Clerkships.

Three competitions were held in 1884 for Men Clerkships of this grade combined with Second-class Clerkships in the India Office; the aggregate number of vacancies offered being 148 and two respectively. For these 150 appointments 1,719 candidates were examined.

The total number of candidates at all the competitions held since the Lower Division was established is 11,443, and the number of places for which they competed, 1,864; making, as nearly as possible, an average of six candidates for each place, all of whom had, before competing, passed a preliminary test examination. At the three preliminary test examinations held last year, 1,339 persons attended, and 523 reached the standard of qualification. For the whole period since the "Lower Division" was constituted, the aggregate is 9,012* tested and 4,084 passed. Consequently, on the average of these nine years, about 45 per cent. of the candidates have passed, and about 55 per cent. have failed to pass, the preliminary test. In the more recent of these years however, viz., during the last three, the average proportion of failures (mainly, no doubt, in consequence of a gradual rise in the standard), has been 63 per cent. In the year 1884 it was 61 per cent.

Preliminary test examinations for Men Clerkships.

Attractiveness of these appointments.

The yearly increase (observed upon in our last Report) in the number of persons who seek for Lower Division Clerkships still continues. Thus, whereas the number of competitors in 1876 was 370, it rose in 1879 to 1,269, and in 1884 to 1,719. It may be worth while to observe that this increase appears to have no close relation to the number of situations offered for competition. On the contrary, the vacancies last year, when the number of applicants was greatest, were considerably fewer than the vacancies of any of the five preceding years; so that the proportion of competitors to vacancies in 1884 was 11·4 as compared with 6·7, the average for these five years.

Number of appointments in the nine years 1876–1884.

The entire number of Lower Division Clerks appointed since the date (12th February 1876) of the Order in Council which created the class was, at the end of last year, 2,370, including 510 who, under one of the clauses of that Order, were exceptionally appointed from the class of Temporary Writers.

Assignments for temporary duty.

The number of Lower Division Men Clerks assigned during the year 1884 for temporary duty was 11; and the number returned from temporary duty, 13. These were all re-assigned for permanent duty in other Departments, within periods ranging from one day to three weeks after the completion of their temporary employment.

Transfers.

The number of Men Clerks transferred from one Department to another in 1884 was 36. The entire number of such transfers since February 1876 is 203.

Probation.

Under the rule respecting the probation of the Lower Division, two Men Clerks were rejected in 1884 by the Department to which they had been allotted. In both cases the ground of

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* *See* note on p. iii.

rejection was physical, the candidates having failed to satisfy the Medical Officer of that Department of their fitness for the work thereof. The result of the reference made, in accordance with our practice in such cases, to our own medical adviser was that we saw no reason to refuse these Clerks a fresh trial in another Department. Out of the whole number (1805) who have been admitted on probation, 45 have been rejected. The reasons for these rejections are given in detail at p. 71 of the Appendix. In 11 cases the reasons were such as led us to declare the Clerks unfit for further service; but in the other cases we allowed further trials in other Departments, which, so far as is at present known, have in no case proved unsatisfactory.

Choice amongst Departments.

The particular Department in which a Lower Division Clerk is to serve is left by the Order in Council to be determined, as a general rule, by the accident of what vacancy may require to be filled when his turn for appointment, in the order of his name on the list, arrives. It will be seen, however, on reference to the correspondence printed at p. 20 of the Appendix, that we have recently been in communication with the Treasury on the question whether any choice amongst Departments could be given to the candidates according to their priority in order of merit; and since May last every Candidate has been allowed, so far as this could be done consistently with the necessity of not leaving any vacancy unfilled, the option of postponing employment until a vacancy may occur in one of the Departments for which he has expressed a preference. Hitherto in only four cases has it been necessary to oblige a Clerk to serve in any Department other than one of those which he had himself preferred; and no one has been forced to take such service unless all above him on the list had declined it.

Boy clerks.

The number of Boy Clerks required to meet the demands of the Departments being comparatively small, only one examination for this class was necesssary in 1884. The number of boys to be selected was 37; and as many as 541 candidates presented themselves. The aggregate numbers for the nine years, 1876–1884, were 5,221 candidates and 815 vacancies. Of these 5,221, however, 2,428 failed to show a competent proficiency in the obligatory subjects, handwriting, spelling, and arithmetic; so that the number of qualified competitors was reduced to 2,793, or somewhat over three such competitors for every vacancy offered.

Five Boy Clerks were returned to us last year as having failed to pass their probation. In two cases the ground of non-acceptance was stated to be inefficiency and in three cases unsatisfactory health. In the nine years referred to there have been 60 rejections on probation. In 49 of these cases fresh trials in other departments were allowed by us; in 11 cases the boys either voluntarily withdrew or were removed from the list as unfit for the service generally.

Though the service of a Boy Clerk may continue until he reaches the age of 19, comparatively few Boy Clerks remain

in that class till this limit is attained, as most of them succeed before that time in obtaining other situations in the Civil Service.

Competition for technical appointments.

Of the 36 Open Competitions held during the year, 12 were for situations of a professional or technical character, and were therefore open only to persons who had undergone a certain amount of previous technical training. For example, all Candidates for the Solicitor's Department in the Treasury and the Inland Revenue are required to be Solicitors or Articled Clerks. For the Sasines Department of the Register House, Edinburgh, only persons who have served in the office of a Writer to the Signet, a Solicitor, or a Law Agent are eligible. In the case of Draughtsmen in the Works Department of the Admiralty, or of Assistants to Surveyors in the Office of Works, the competition is limited to persons who have been engaged five years in the office of an Architect or Surveyor. For the Public Works Office, Ireland, no persons are qualified who have not been employed for at least five years in the superintendence of buildings. For the Stationery Office an apprenticeship to the printing or binding trade is necessary.

In the case of two Competitions for Assistant Examinerships in the Patent Office, although no special conditions as to previous training were imposed, the nature of the examination was such as to demand a considerable degree of practical acquaintance with Mechanics, Chemistry, or Electricity, or all these subjects combined.

Competitions for non-technical appointments.

Of the non-technical competitions, besides those already mentioned for Clerkships of the Higher and Lower Divisions, one was for Student Interpreterships in the Consular Service; and nine were for subordinate appointments in the Post Office. In five of these nine upwards of 2,500 women competed for 145 situations; and in four of them 858 boys competed for 152 situations.

Post Office appointments.

These figures show that the number of female candidates for situations in the Post Office is exceedingly great in proportion to the number of appointments offered. For the situation of Telegraph Learner upwards of 30 candidates offered themselves for every one who obtained admission to the school. Such a disproportion, implying disappointment and useless trouble to a multitude of persons, appeared to be disadvantageous, alike to the candidates and the Public Service; and with the view of diminishing the excess, the period of eligibility has been reduced from four years to three, by raising the lower limit of age from 14 to 15.

New competitions.

Amongst the new Competitions held during the year may be noticed those of Post Office employés for advancement to higher positions, viz.:—(*a*) to the post of Technical Officer in the Engineer-in-Chief's Department, (*b*) to that of Clerk in the Confidential Inquiry Branch, and (*c*) to that of Clerk in the Chief Offices of the Metropolitan Sorting Offices. For the first

of these positions a practical acquaintance with Electricity, Telegraphy, or kindred physical science was required; for the second a knowledge of the law relating to the Post Office; and for the third some familiarity with German or French.

Temporary Copyists. Men.

The number of Men Copyists on the Register and awaiting employment was throughout the year considerably in excess of the requirements of the various Departments. It was not therefore necessary to add to the Register more than 95 names, the corresponding additions in the three preceding years having been respectively 301, 246, and 172. These figures do not include Men Clerks of the Lower Division, who are allowed by the Regulations to serve as Temporary Copyists during the short period that may intervene before their appointment as Clerks. On the other hand, they include two classes of persons who, on account of special claims, are admitted to examination; viz. (*a*) discharged soldiers, and (*b*) persons who, by previous service as Boy Clerks or Boy Copyists, or otherwise, have acquired peculiar aptitude for the work to be done. Of the 95 registered last year as above mentioned, 5 (out of 25 examined) belong to head (*a*), and 90 (out of 141 examined) to head (*b*).

The total number of Men Copyists on the Register on the 31st December last was 2,063; and the number in actual employment, as nearly as can be stated, 1,379. The difference between these numbers is mainly composed of men who have other engagements which make them undesirous for a time of accepting service as Copyists. Comparing the position at the end of 1884 with the position at the end of 1883 there was a decrease of 37 in the names on the Register and an increase of 18 in the number of men employed. At the date of this Report the number on the Register had, by the removal from it of persons who appeared to have no intention of ever soliciting further employment, been reduced to 1,744, of whom 1,358 are now actually employed.

Temporary Copyists. Boys.

The number of Boy Copyists added to the Register in 1884 was 166; the number examined having been 711. The total number on the Register at the end of that year was 496, and the number serving 357.

Boy Copyists do not, as the rule, continue to serve for the full time during which their names may be retained on the Register, *i.e.*, until they attain the age of 19. Most of them, before that time arrives, attend examinations for permanent appointments, and many do so with success. Out of the 150 candidates who succeeded in 1884 at the competitions for Lower Division Men Clerkships, 23 were Boy Copyists.

Clause VII. of the Order in Council of 4 June 1870.

Eighty-four applications were made to us, in 1884, for the grant of certificates under the exceptional provisions of Clause 7 of the Order in Council of the 4th June 1870, and certificates were granted in all these cases. This clause has now been used in 1,348 cases altogether; certificates having been granted in 1,301

and refused in 47. It may not be out of place to observe that the use of this clause does not necessarily imply that examination is dispensed with. In some cases, where the evidence of a candidate's qualifications is not otherwise sufficient, we require him to be examined wholly or partially. In many cases the candidates presented to us have passed on a previous occasion the full examination prescribed, and a resort to this clause is only necessary for the purpose of avoiding some purely technical obstacle, which prevents certificates from being granted in the usual way. For example, an open competition was recently held for two situations in the Office of Works, and the candidates who stood first and second on the list were duly appointed. One of these, however, resigned almost immediately afterwards, and a vacancy was thus created, which, in the ordinary course, could only have been filled by means of another open competition, involving considerable expense as well as delay. But, as the third candidate on the list was only inferior by a very few marks to the second, and would have been successful if three vacancies had been offered, it was obviously expedient, in the interests of the public service, that he should be appointed; and this was accordingly done by the aid of the clause in question.

Indian Services.

Civil Service of India.

The annual open competition for the Civil Service of India took place early in June 1884. Thirty-eight appointments were offered, which were distributed as follows amongst the several Presidencies:—

North-West Provinces, Punjab and Oudh	14
Bengal, Lower Provinces	10
Madras	7
Bombay	6
Burma	1

The number of competitors was 185, or nearly five to each vacancy.

At the medical examination of the successful candidates, one proved to be disqualified, and his place was filled by the thirty-ninth candidate on the list.

At the end of the same month we held the Final Examination of the 40 candidates who, having been selected in 1882, completed, in 1884, their two years' term of probation in this country. Thirty-six passed this final test and four failed to pass it. One candidate selected in 1881, who had been prevented by illness from attending the Final Examination of 1883, was allowed to present himself last year, when he succeeded in obtaining our certificate.

Seven examinations having been held since the limits of age for the Indian Civil Service were fixed at 17–19 instead of 17–21, a basis of facts has been obtained for a comparison between these and the seven preceding examinations, with the

view of ascertaining what has been the effect of the change with regard to the numbers, race, and educational antecedents of the candidates. From this comparison it appears that the proportion of competitors to vacancies has hardly varied; the total from 1872–78 having been 1,282 for 222 appointments, while that for 1878–84 was 1,112 for 220 appointments.

The distribution of the successful candidates according to the country of birth, in the two periods, is as follows:—

	1872–78.	1878–84.
From England, Wales, and Channel Islands	95	105
„ Scotland	27	31
„ Ireland	23	16
„ India (Europeans)	55	47
„ „ (Natives)	4	3
„ other countries	18	18
	222	220

The number of Native Indian candidates who competed was 26 in the earlier seven years and 10 in the later seven. It is to be remarked, however, that of these 10 as many as five belonged to the single year 1884, a fact which may imply a tendency towards increase in the future.

So far at least as the successful competitors are concerned, there appears to be no distinction between the two periods in regard to the social grades to which the candidates belong.

As regards previous education, it is to be observed that the average per-centage of candidates coming direct from the public schools, without having received any special preparation elsewhere, has been considerably larger since the change of limits. For example, of the 220 candidates selected in the last five years, 80 came direct from such schools, whereas of the 222 candidates selected in the previous five years the corresponding number was only 17. On the other hand, the change of age has necessarily involved a material diminution in the number who, at the time of examination, belonged to Universities. Thus, comparing the period since this change with the entire period before it (*i.e.*, 1878–84 with 1855–78), the proportion of candidates from Oxford has diminished from 8·9 per cent. to 0·96 per cent., those from Cambridge from 8·6 per cent. to 1·43 per cent., and those from Trinity College, Dublin, from 8·0 per cent. to 0·96 per cent. The decrease is considerably less in the case of the Scottish Universities, having been from 8·3 per cent. to 5·26 per cent.

On the other hand, the number of candidates who, after being selected, pass their two years' probation at the Universities has greatly increased, doubtless, in consequence of the arrangement whereby an allowance at the rate of 150*l.* a year is offered to them on condition of doing so; and a further increase in the amount of

University residence may be expected to result from the announcement recently made, by the authority of Your Majesty's Secretary of State for India, that the allowance may, in certain cases, be extended to a third year. At Christ Church, Oxford, special provision has been made for their benefit in the form of a scholarship of the value of 50*l.* a year, which may be awarded to anyone on the list of selected candidates. The first award was made after the competition of 1884.

Indian Forest Department.

The usual annual examination for the Forest Service of India was not held in the winter of 1884, the Secretary of State having determined that these examinations should in future take place in the summer, and that the candidates selected should proceed to the Cooper's Hill College for their training instead of to Nancy, as heretofore. To prevent disappointment, it has been provided that candidates who would have been eligible in respect of age if the examination had been held in December 1884 shall be deemed eligible for the examination of this summer.

MILITARY SERVICES.

Military Preliminary Examinations.

Four Military Preliminary Examinations were held during the year 1884, viz., in February, March, July, and August. Of the 1,716 candidates who attended these examinations, 544 passed in the subjects which qualify for admission to the "Further" (competitive) Examination for the Royal Military College, Sandhurst.

Royal Military College.

At the "Further" Examination held last summer 425 candidates competed for 122 infantry, cavalry, or West Indian Cadetships. At the December examination 404 competed for 112 such Cadetships. In addition 60 University candidates were examined during the year for 24 Cadetships, and 30 candidates were examined as Queen's Cadets or Queen's Indian Cadets.

Royal Marine Light Infantry.

Besides the Sandhurst Cadetships, eight commissions in the Royal Marine Light Infantry were offered to the competitors at the July examination; and we were subsequently informed that the gentlemen appointed to these commissions were those who had obtained the 24th, 75th, 126th, 128th, 129th, and 138th places on the Infantry List, the 11th place on the Cavalry List, and the 13th place on the list of University candidates. Six similar commissions, offered at the December examination, were given to candidates whose numbers in order of merit were 9, 20, 28, 37, and 62 on the Infantry List and 7 on the Cavalry List.

Royal Military Academy.

For the Royal Military Academy, Woolwich, two competitive examinations were held. At the first, in July, 168 competitors presented themselves, but as 88 failed in the preliminary portion of the examination, chiefly in mathematics, only 78 qualified candidates competed for the 50 vacancies offered. At the December examination there were 107 candidates, of whom 62 failed in the preliminary examination, so that there remained only 45 qualified competitors for the 50 vacancies declared.

Seven commissions in the Royal Marine Artillery were granted in September 1884; six to the candidates whose places in the examination of the preceding July were 40, 58, 61, 62, 66, and 68, and one to the candidate who was 74th on the list resulting from the examination of December 1883. Royal Marine Artillery.

Two examinations were also held (in April and October) of Lieutenants of Militia desirous of qualifying themselves, so far as literary subjects are concerned, for admission to subsequent competitions, in military subjects, for commissions in the Regular Army. The April examination was attended by 76 candidates, of whom 41 qualified; the October examination by 47 candidates, of whom 21 qualified. Lieutenants of Militia.

Naval Services.

Two examinations were held in 1884 of boys nominated by the Lords of the Admiralty to compete for Naval Cadetships. At the earlier of these examinations, in June, 80 boys competed for 32 ordinary Cadetships. At the same time two boys passed the test examination prescribed for "Service" Cadets, *i.e.*, Cadets selected by the Board of Admiralty from sons of meritorious officers in the Army, Navy, or Marines. At the later examination in November, 97 boys competed for fifty ordinary Cadetships. According to the Admiralty Regulations, four Cadetships may be given annually to sons of gentlemen in the Colonies, on the recommendation of the Secretary of State for the Colonies. Two were nominated in the year 1884, both of whom failed to pass the qualifying examination, which, in these cases, takes place on board the Admiral's ship, and under his authority upon papers sent from this office for the purpose. Naval Cadets.

Two competitions also took place in 1884 for Assistant Clerkships in the Navy. At the earlier of these, held in June, 51 boys nominated by the Lords of the Admiralty competed for four ordinary vacancies, and one boy was examined, but failed to pass, for the Clerkship reserved annually for sons of distinguished Naval officers. At the second examination, held in November, 42 boys, similarly nominated, competed for five Assistant Clerkships of the ordinary kind. Assistant Clerkships in the Navy.

For the situation of Naval Interpreter four candidates were subjected to a qualifying examination, which two passed. Fifteen candidates underwent the preliminary examination for the post of Naval Instructor, of whom seven passed and eight failed. Naval Interpreters and Instructors.

Open Competitive Examinations were held as usual in April and May for the entry of Apprentices in Her Majesty's Dockyards and of Engineer Students in the Navy. There were 426 candidates for apprenticeship, of whom 124 succeeded in obtaining appointments. The competition for 20 Engineer Studentships was also a competition for appointments as students in Naval Construction Dockyard Apprentices and Engineer Students.

under rules laid down by an Order in Council of 23rd August 1883. Three such appointments were offered on this occasion and were given to the first three candidates on the list. Three other appointments as Engineer Students were given to candidates who, in the exercise of the right reserved by the Regulations, had been nominated by the Lords of the Admiralty, subject to their passing the test examination and obtaining a certain aggregate of marks.

Officers of the Navy examined in foreign languages.

Under a new regulation, made in December 1884, Officers of the Navy are now, if the requirements of the Service permit, allowed leave of absence for three months for the purpose of improving, on the Continent, their colloquial knowledge of the French, German, Spanish, or Italian languages. An adequate knowledge of the grammar of these languages, respectively, must be shown to our satisfaction before the leave in question is granted; and a further examination as to an officer's facility in speaking and interpreting the language he has been studying is to be undergone by him on his return to this country. One officer was examined under this regulation in January last and passed the test in French applied at the first of these stages.

Colonial Services.

In August was held the usual Open Competitive Examination for Eastern Cadetships; that is, Cadetships in the Civil Service of Ceylon, Hong Kong, and the Straits Settlements; regarding which full particulars were given in the Appendix to a previous Report.* Two vacancies were announced, both in the Straits Settlements. Seventeen candidates entered their names, and thirteen attended the examination.

Fees.

The value of the fee stamps presented by candidates at examinations held in the year 1884 was 8,780*l.* against 11,262*l.* in the previous year. The falling off is chiefly due, as might be expected, to the same cause which mainly produced the diminution in the number of candidates examined, *i.e.*, the temporary suspension of the large examinations for the Out-door Services of the Customs and Excise.

Examiners.

The following list contains the names of the gentlemen who, under the general superintendence of the Director of Examinations, Mr. Poste, and of the Permanent Examiners, Mr. Butler, Mr. Bonar, and Mr. Sargant, assisted us on various occasions during the year in the conduct of our examinations:—

English Language and Literature; Geography; History, &c. —T. Arnold; A. J. Ashton; Rev. Professor J. F. Blake; R. Booth;

* *See* 26th Report, pp. 631-636.

H. C. Bowen; Very Rev. G. D. Boyle; C. W. Chute; Rev. Dr. W. O. Cleave; Rev. Canon M. Creighton; Major Delavoye; F. Dugard; Professor P. M. Duncan; J. G. Fitch; H. R. Francis; Professor S. R. Gardiner; Rev. H. B. George; Dr. Fitzedward Hall; Rev. A. W. Headlam; B. H. Holland; H. Johnson; Major C. C. King; Very Rev. G. W. Kitchin; Professor W. Knight; A. Lang; J. S. Laurie; Rev. Dr. T. H. L. Leary; Rev. E. Ledger; W. J. Little; A. J. Mackey; H. E. Malden; J. Marshall; Professor J. M. D. Meiklejohn; Professor H. N. Moseley; Rev. O. Ogle; H. F. Pooley; F. York Powell; Rev. W. H. Rowlandson; C. H. Sargent; T. Scratton; W. Stebbing; G. F. Stevenson; J. J. H. Teall; A. J. R. Trendell; F. C. Walrond; C. Knight Watson; Rev. J. Theed Watson; Rev. W. Wayte; Rev. A. Wrigley.

Holy Scripture.—Rev. W. H. Laverty; Rev. E. Ledger; Rev. J. Theed Watson.

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Italian.—A. J. Butler; C. C. Lacaita.

Spanish.—H. Harcourt Smith; Señor S. Vivar.

Hindustani.—Dr. Fitzedward Hall.

Russian.—Mons. H. Riola.

Sanskrit.—Professor E. B. Cowell.

Turkish.—J. W. Redhouse.

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Glazebrook; W. T. Goolden; Professor T. Rupert Jones; Professor G. D. Liveing; Professor J. C. Oman; J. A. Phillips; R. D. Roberts; F. Rutley; Professor W. J. Sollas; J. J. H. Teall; Rev. A. Wrigley.

Botany; Zoology; and Physiology.—W. T. Thiselton Dyer; Dr. M. T. Masters; Professor H. N. Moseley.

Moral Sciences, Logic, and Political Economy.—Professor H. S. Foxwell; W. J. Little; Professor Bonamy Price; T. C. Sandars; W. C. Sidgwick; Prfessor W. Wallace; J. Ward.

Mechanism.—A. Cowper; W. Garnett; James Lyon; Dr. A. R. Wilson.

Law and History (Constitutional and Political).—Spencer Butler; S. W. Casserley; G. L. Denman; K. E. Digby; Rev. H. B. George; W. A. Hunter; Professor J. Kirkpatrick; E. Myers; T. C. Sandars; T. S. Soden.

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Tailoring and Knowledge of Cloth.—E. Latham.

Admiralty Professional Papers:

Smiths' Work.—C. T. Glenn.

Boilermakers', Coppersmiths', Fitters', Moulders', Pattern-makers'.—J. Bannister.

Employed at the Periodical and Final Examinations of the Candidates selected for the Civil Service of India.

Jurisprudence.—Professor E. C. Clark; Sir H. S. Maine, K.C.S.I.

Law of India, &c.—Sir H. S. Maine, K.C.S.I.

Notes of Cases, and Law of Evidence.—Kenelm E. Digby; T. S. Soden.

History and Geography of India.—Claude Erskine.

Political Economy.—W. C. Sidgwick.

Hindustani.—Dr. Fitzedward Hall; J. T. Platts.

Telugu.—J. Goldingham.

Hindi.—Dr. Fitzedward Hall.

Bengali.—W. S. Seton-Karr.

Marathi.—Rev. A. H. Frost; Rev. J. S. S. Robertson.

Tamil.—Rev. S. Hobbs; E. W. Bird.

Gujerati.—Rev. Dr. J. Glasgow.

Burmese.—Major-General Horace A. Browne.

Sanskrit.—Dr. Fitzedward Hall.

Persian.—E. H. Whinfield.

Geology.—W. B. Carpenter, C.B., M.D., F.R.S.

Botany.—W. B. Carpenter, C.B., M.D., F.R.S.

Zoology.—W. B. Carpenter, C.B., M.D., F.R.S.

Riding.—Lieut.-Colonel S. Parr Lynes, R.H.A.

Superintendent of Examinations in Dublin.—G. Johnstone Stoney, Esq., F.R.S.

Superintendent of Examinations in Edinburgh.—George Seton, Esq., Advocate, Secretary to the General Register Office for Scotland.

All which we humbly submit to Your Majesty's most gracious consideration.

Witness our hands, this twenty-ninth day of April one thousand eight hundred and eighty-five.

ENFIELD.
G. W. DASENT.
T. WALROND.

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CLASS I.

CORRESPONDENCE.—HOME CIVIL SERVICE.

Amendments in Regulations.

CLERKSHIPS.—CLASS I.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 15th November 1884.

THE Civil Service Commissioners having been requested by the Board of Trade to take the necessary steps for filling, by Open Competition, three Clerkships of the Upper Division at present vacant in that Department, * * * *

The Commissioners take this opportunity of submitting, for their Lordships' approval, the amendments to section 5 (*b*) and (*c*), shown in manuscript on the enclosed copy of the Regulations.*

The omission in subsection (*c*) of the qualifying words "but not of "the new Higher Division," is proposed in order that the Commissioners may be able to fill, without delay, any vacancies in that Division in excess of the estimate, occurring within the six months; and the alteration in subsection (*b*), by which the estimate is to be made with a view to providing for vacancies occurring up to the expiration of six months from the commencement of the Examination, is proposed with the view of extending to the furthest limits, contemplated by clause 5 of the Order in Council of 4th June 1870, the period during which vacancies could be filled from the results of a past competition.

* * * * *

I have, &c.

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* The following are the former rules and the proposed amended rules :—

"Out of the list resulting from each competitive examination will be filled (provided there be candidates duly qualified):—

Former Rules.	Amended Rules.
(*a.*) * * * * *	(*a.*) * * * * *
(*b.*) Such other vacancies (being in the "New Higher Division of the "Civil Service") as the Civil Service Commissioners, with the approval of the Lords of the Treasury, shall estimate as likely to occur within six months after the date of the said notice.	(*b.*) Such other vacancies (being in the "New Higher Division of the "Civil Service") as the Civil Service Commissioners, with the approval of the Lords of the Treasury, shall estimate as likely to occur before the expiration of six months from the commencement of the examination.
(*c.*) Any vacancy in Class I. (but not in the "New Higher Division") occurring within six months from the said date, which the Head of the Department may desire to have so filled.	(*c.*) Any additional vacancies in Class I. occurring within the same period, which the Head of the Department may desire to have so filled.

The Secretary, Treasury, to the Civil Service Commissioners.

CLASS I.

Amendments in Regulations.

MY LORD AND GENTLEMEN, 22nd December 1884.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to acknowledge the receipt of Mr. Mann's letter of the 15th November last, with reference to the three Upper Division Clerkships at present vacant at the Board of Trade, and submitting for their Lordships' approval certain alterations in the 5th section of the Special Regulations respecting open competitive Examinations for Clerkships in Class I.

Their Lordships approve of the proposed alterations.

* * * * *

I have, &c.

LOWER DIVISION.

LOWER DIVISION.

Memorial from Lower Division Clerks.

The Secretary, Treasury, to the Civil Service Commissioners.

MY LORD AND GENTLEMEN, 19th June 1884.

I AM directed by the Commissioners of the Treasury to forward to you the enclosed copy of a letter, from the Treasury to the Colonial Office, dated the 19th instant, in reply to a Memorial from certain clerks therein, belonging to the Lower Division.

The Secretary of State caused a copy of this Memorial (*printed at page* 9) to be forwarded to the Treasury; and, as it appears from another copy of it received in the Treasury from Mr. Puleston, M.P., that certain of the Lower Division Clerks in your Department also have signed the Memorial, my Lords have directed a copy of their reply (*printed at page* 16) to the Secretary of State to be forwarded to you for your information in such particulars as may be applicable to the Civil Service Commission.

I have, &c.

ENCLOSURES.*

MEMORIAL from LOWER DIVISION CLERKS (No. 1).

To the LORDS COMMISSIONERS of HER MAJESTY'S TREASURY.

MY LORDS, June 1880.

WE, the undersigned clerks of the Lower Division in various Departments of Her Majesty's Civil Service, respectfully bring to your Lordships' attention the present rate at which our salaries are increased under the 13th clause of the Order in Council of 12th February 1876, namely, by triennial increments of 15*l.*

We would respectfully point out that, at this rate of increase, a clerk who commences at 80*l.* will take twenty-four years to attain the maximum of 200*l.*, while a clerk in an office where seven hours' attendance is required, and who commences at 90*l.*, will be thirty-three years before he reaches his maximum of 250*l.*

We would venture to urge upon your Lordships the discouraging effect of this slow rate of increase upon the body of Lower Division Clerks, and the fact that no clerks (except those in receipt of duty pay, who are very few) can attain the maximum before reaching middle age. It must be evident also to your Lordships that a clerk of the Lower Division is effectually prevented from marrying, unless he do so upon a salary totally inadequate to the support of a family in a manner consistent with his position in the Service.

* These enclosures are printed for convenience in chronological order.

LOWER DIVISION.

Memorial from Lower Division Clerks.

We desire also to call your Lordships' attention to the difference between the initial salaries of clerks in the six and seven hour offices respectively, those in the former commencing at 80*l.* a year, and those in the latter at 90*l.* a year, this difference of 10*l.* not being a fair remuneration for the extra hour's work. Further, the rate of increment (15*l.*) being the same throughout the Service, the clerks working seven hours a day receive no increase whatever upon the 10*l.* until their twenty-eighth year of service.

We therefore humbly petition that your Lordships may be pleased to advise that the Order in Council of the 12th February 1876 may be so amended that the salaries of Lower Division Clerks in six hour offices may progress by triennial increments of 25*l.* instead of 15*l.*, and that the triennial increments of clerks in seven hour offices may be such as to place them on an equality with those in the six hour offices, having due regard to their extra hour's service.

We have, &c.

TREASURY MINUTE upon the foregoing MEMORIAL.

Treasury Chambers, Whitehall,
8th July 1881.

MY LORDS have had under consideration a memorial from 660 of the clerks of the Lower Division employed in various public offices,* petitioning that the Order in Council of 12th February 1876 might be so amended that—

1. The salaries of Lower Division Clerks in six hour offices might progress by triennial increments of 25*l.* instead of 15*l.*; and
2. The triennial increments of clerks in seven hour offices might be such as to place them on an equality with those in the six hour offices, having due regard to their extra hour's service.

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Veterinary ditto	4	
Council ditto	1	
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Local Government Board	39	
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Paymaster's ditto	9	
Post Office	9	
Public Works Loan	4	
Reformatory and Industrial Schools Office	7	
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Works	10	
Valuation	1	
	660	

The length of the time during which this application has been before the Treasury has not been due to any neglect of it, for it has been under repeated consideration. The question is, however, one of serious magnitude, even in its immediate financial aspect, and still more so from the circumstance that it reopens a settlement effected little more than five years ago, after the fullest and most exhaustive inquiry, by a Commission which included, in addition to the Chairman (Mr. Playfair) and Lord Claud Hamilton, some of the most experienced members of the Civil Service, representing such Departments of it as the Inland Revenue and the Post Office, the Education Department, the Mint, and the Board of Trade.

There are at this time (subject possibly to some slight and not material correction of the number) 1,464 Lower Division Clerks employed in the public offices, all of whom have entered the class since 1876, with full knowledge of the terms offered to them; 971 by open competition, and 493 as nominees in respect of previous temporary employment—the latter being put upon salaries generally more than equal to the receipts which they were then earning for the same number of hours of work, besides becoming qualified for superannuation, which was not previously open to them.

LOWER DIVISION.

Memorial from Lower Division Clerks.

To prove that the financial considerations involved in this proposal are serious, the following calculations may suffice, which, in order to cover the ground taken by the memorialists, it will be convenient to make upon a period of 34 years, the time which it takes a Lower Division Clerk to rise by the 15*l.* triennial increment (excluding his chance of duty pay) from 90*l.* to 250*l.* in a seven hours office, and to receive one year's pay at the maximum rate of 250*l.* Such a period is not unreasonably long to assume as a basis, when it is remembered that the age for admission into the Lower Division is from 17 to 20, say, in the 18th or 19th year of age, and that 60 years is the minimum age fixed by statute (22 Vict., cap. 26, sect. 10), before which no superannuation allowance can be granted to a Civil servant, "unless upon medical certificate to the satisfaction of the "Treasury that he is incapable from infirmity of mind or body to dis- "charge the duties of his situation, and that such infirmity is likely to be "permanent." It may be added, too, that while 60 years of age must be reached before a Civil servant is qualified under ordinary circumstances for a pension at all, his service must extend to 40 years before he is qualified for the maximum pension of two thirds of his salary. The period of 34 years, therefore, would be a reasonable one to take for the present purpose, even if there were no special reason for taking it.

At the end of 34 years, with the triennial increment of 15*l.*, a clerk in a six hours office will have received as total earnings (without duty pay) 5,180*l.*, and in a seven hours office, 5,695*l.*

If the increment be made 25*l.* the figures denoting the total receipt become respectively 5,760*l.* and 6,715*l.*

But, according to the second of the petitions of the memorialists, if the increment in the six hours offices is to be 25*l.* the increment in the seven hours offices will have to be 29*l.*, and in that case the total receipts of a Lower Division Clerk in a seven hours office will become, in 34 years, 6,925*l.* instead of 5,695*l.*, showing an increase of 1,230*l.*, or more than 20 per cent. in the present scale.

The units for comparison will, therefore, be the following total earnings of a Lower Division Clerk in 34 years:—

(1.) *In a six hours office*, on the present scale, 5,180*l.*, or 152*l.* per annum.

(2.) *In a six hours office*, on the proposed scale, 5,750*l.*, or 169*l.* per annum.

(3.) *In a seven hours office*, on the present scale, 5,695*l.*, or 167*l.* per annum.

(4.) *In a seven hours office*, on the proposed scale, 6,925*l.*, or 204*l.* per annum.

Now, assuming 1,500 as a round number, which may be taken to represent, with sufficient accuracy, the present normal strength of Lower Division Clerks in the public service, if all were in six hours offices, the annual difference of cost, on the present scale and on that proposed, would be the difference between 152*l.* × 1,500 and 169*l.* × 1,500, or 25,500*l.*

Similarly, assuming that 1,250 Lower Division Clerks represents the present normal strength of Lower Division Clerks, if all were in seven hours offices, the annual difference of cost, on the present scale and on the scale proposed, would be the difference between 167*l.* × 1,250 and 204*l.* × 1,250, or 46,250*l.*

My Lords cannot admit that any such increase of charge is demanded by justice to the members of this class, or is consistent with justice to the public.

It is to be remembered that the Report of the Playfair Commission proceeds upon two leading principles—(1) to assimilate the terms on which Civil servants performing similar duties are employed in the several offices; (2) to distribute them into two divisions, admitted at different ages, by different examinations, and charged with different duties.

The division, which is the subject of the present Minute, is the Lower Division, and the Commissioners, while insisting on the importance of the duties which it has to discharge, are careful to distinguish them from those higher duties which involve discretion in deciding what shall be done, and how it should be justified to the public.

LOWER DIVISION.

Memorial from Lower Division Clerks.

The Commissioners thus express themselves concerning the rate of remuneration which they advise for the Lower Division (being the rate which is now complained of in the six hours offices):—

"The rate of remuneration to be fixed for the Lower Division of clerks should only exceed the rate fixed for similar work in the open market by such an amount as will attract to the public service the *élite* of the class employed in similar work outside of it, that is, the *élite* of that class of persons by whom such situations would be valued as offering them better pay than they could otherwise obtain. An excessive rate of pay for such work, more especially when admission is regulated by open competition, attracts men of a class employed generally upon higher work outside, and men who are capable of performing much better work than that required of them. . . . With these views, we think that the salaries of the Lower Division should commence at 80*l.*, and rise by triennial increments to 200*l.* Beyond this, there should be a few places in each office with duty pay not exceeding 100*l.*, which may be given to clerks in this division, if they have special aptitude, thus conferring on them a rank not unlike that of non-commissioned officers."

Such being the views of the Commissioners who advised the scale of salaries, it is perhaps easier to prove from the result that it has been too attractive, rather than not attractive enough. The number of Lower Division clerkships disposed of by open competition up to the end of 1880 had been 995, for which 2,172 persons actually competed, in addition to 1,298 others who either failed (1,181) in the preliminary examination, or, having passed it, did not go on to compete (117), so that 3,470 persons presented themselves for the 995 vacancies. If each of these persons were counted as a new candidate as often as he had presented himself for examination, the number 3,470 would be raised to 4,189. The following table shows that success is thought to be worth repeated trials:—

NUMBER of CANDIDATES who have competed for LOWER DIVISION CLERKSHIPS.

Once.	Twice.	Three times.	Four times.	Five times.	Six times.	Seven times.	Eight times.	Nine times.	Eleven times.
1,125	550	250	135	69	30	15	6	2	1

If it were true that men whose social rank or attainments are superior to the salary offered are nevertheless induced to compete for it, they cannot reasonably, however naturally, contend that their own capacity, and not the work which alone they wanted to perform, is to be the measure of their emoluments. Clerks are not wanted in this part of the public service of an order superior to that which the certainty of a salary rising to 200*l.* a year, and the possibility of one rising to 300*l.*, with a pension (at 60 years of age, or on failure of health), may ultimately suffice to command. It is true that there are openings for those among them who give proof of exceptional merit and ability in the shape of staff appointments, and in becoming qualified to be selected, after 10 years' service, for promotion to vacancies in the Upper Division; but those opportunities can never be more than very few, and it never was, nor is it now, intended or desired that the prospect of them should alter the general character of the Lower Division, which, as a rule, is wanted only for the punctual and intelligent execution of prescribed duties.

The memorialists complain that "they are precluded from marrying "unless they do so upon a salary totally inadequate to the support of a "family in a manner consistent with their position in the Service." Assuming, however, that a clerk enters the Lower Division at 18 years of age, he reaches a salary of 140*l.* per annum in a six hours office on completing the 30th year of his age, and the 13th of his service. He is thus better off, and, taking into account his assured advance to 200*l.*, and his

LOWER DIVISION.

Memorial from Lower Division Clerks.

pension, much better off, than most clerks in business or in solicitors' offices; so that, if this class of persons fairly represents, as it does, the classes from which the Lower Division is meant to be recruited, a clerk of that division may fairly be expected to measure his own prospects of marriage, and his own standard of married life, by theirs.

The memorialists complain also that it takes 24 years to reach the maximum salary of 200*l.* in a six hours office, and 33 years to reach the maximum of 250*l.* in a seven hours office. But the peculiarity of the Playfair scale is that it dispenses with classes, and rises by uninterrupted triennial increments from its minimum to its maximum. Intended to represent a clerk's entire service, it is made to include a large part of it in the course of its increments.

For the foregoing reasons, my Lords decline to raise the increment of 15*l.* to 25*l.* per annum in the six hours offices, or to any proportionate sum in the seven hours offices.

The clerks in the seven hours offices complain that an extra 10*l.* throughout each year of their service is not a fair remuneration for the daily extra hour's work, and that, the increment of 15*l.* being the same throughout the Service, the clerks working seven hours a day receive no increase whatever upon the 10*l.* till their 28th year (that is to say, the first year in which they rise above 210*l.*). Were my Lords to agree to make the rate of salary in the seven hours offices strictly proportionate to the rate of 80*l.* by 15*l.* triennially to 200*l.* in the six hours offices, one result would be that no clerk in the Lower Division in the seven hours offices would be able to rise above 233*l.* 6*s.* 8*d.*

Salaries, however, paid by the year, have never been regulated on so strictly proportionate a scale as this, nor are my Lords prepared to admit the precedent. My Lords think it will be sufficient to allow the seven hours' scale to begin at 95*l.*, the triennial increment remaining as now, 15*l.* On this scale, the clerk will, as now, be paid 250*l.* in his 34th and in each following year of his service. But he will receive 5,860*l.*, where he now receives 5,695*l.*, in the course of those years, or, on an average per annum, 172*l.*, where he now receives 167*l.* The increased charge per annum on 1,250 clerks would be 6,250*l.*

At present, the proportion of seven hours offices to the rest is not large, because, the common official hours being six, my Lords do not sanction an extension of them, which is peculiar to the Lower Division, in any office where they are not completely satisfied with the sufficiency and independence of the check provided for the attendance of part only of the establishment.

My Lords have examined this memorial in such detail because they wish it to be clear that their decision, which they intend to be absolutely final, has not been given without the fullest attention to the case in all its bearings.

This change will require to be carried into effect by an Order in Council, amending, so far, the Order of 12th February 1876. My Lords will cause the draft of such an Order to be prepared and submitted to Her Majesty.

My Lords approve.

Let a copy of this Minute be circulated to the Public Departments, with the subjoined Circular.

*** *The table which follows accompanied this communication.*

LOWER DIVISION.

Memorial from Lower Division Clerks.

The PLAYFAIR LOWER DIVISION SCALE.

Years of Service.	Age.	As recommended by the Commission in 6 hours offices.	As applied by the Order in Council of 12th February 1876 to 7 hours offices.	As it would operate in 6 hours offices if the triennial increment were 25*l.* instead of 15*l.*	As it would operate in 7 hours offices if the triennial increment were 29*l.*	The Scale which the Treasury agrees to establish in 7 hours offices.
	(say)	£	£	£	£	£
	18	80	90	80	90	95
		80	90	80	90	95
3		80	90	80	90	95
	21	95	105	105	119	110
		95	105	105	119	110
6		95	105	105	119	110
	24	110	120	130	148	125
		110	120	130	148	125
9		110	120	130	148	125
	27	125	135	155	177	140
		125	135	155	177	140
12		125	135	155	177	140
	30	140	150	180	206	155
		140	150	180	206	155
15		140	150	180	206	155
	33	155	165	200	235	170
		155	165	200	235	170
18		155	165	200	235	170
	36	170	180	200	250	185
		170	180	200	250	185
21		170	180	200	250	185
	39	185	195	200	250	200
		185	195	200	250	200
24		185	195	200	250	200
	42	200	210	200	250	215
		200	210	200	250	215
27		200	210	200	250	215
	45	200	225	200	250	230
		200	225	200	250	230
30		200	225	200	250	230
	48	200	240	200	250	245
		200	240	200	250	245
33		200	240	200	250	245
	51	200	250	200	250	250
		5,180	5,695	5,750	6,925	5,860

CIRCULAR REFERRED to in the above MINUTE.

Treasury Chambers, Whitehall,
8th July 1881.

SIR,

I AM directed by my Lords to forward, for your information, the enclosed copy of a Minute of this Board, relative to a memorial submitted to the Treasury by a considerable number of the clerks of the Lower Division employed in the Public Offices.

The uniform character of this branch of the Service, and the circumstance that it is established by an Order in Council representing an act of the collective Government, and binding on the individual Departments, explains why this memorial, which is also financial in its character, has been presented to the Treasury, and why my Lords have consented to receive it, and to deal with it directly.

Their reason for taking this course was that they did not wish to invite anything in the nature of a general discussion of the Order in Council of 12th February 1876, which was the act of the late Government, and has been adopted by the present.

In one particular only have my Lords seen reason to modify the regulations of which the memorialists complain.

My Lords are very sensible of the prejudice which would be caused to the good order and discipline of the public service generally, if the Lower Division Clerks were encouraged to regard themselves, as privileged to

act independently of the heads of the offices in which they are for the time being employed. My Lords intend to give no countenance to any such procedure. LOWER DIVISION.

I have, &c.
(Signed) F. CAVENDISH.

Memorial from Lower Division Clerks.

MEMORIAL of LOWER DIVISION CLERKS (No. 2) REFERRED to in TREASURY LETTER dated 19th June 1884, printed at page 3.

To the LORDS COMMISSIONERS of HER MAJESTY'S TREASURY.

MY LORDS, October 1883.

WE, the undersigned clerks of the Lower Division of the Civil Service, respectfully beg to approach your Lordships on the subject of our position and prospects under the Order in Council of 12th February 1876; and in doing so we trust to be able to show that the present deep-seated dissatisfaction prevailing amongst us is natural and justifiable, and that we have grave and serious causes of complaint. We are aware that your Lordships have in other cases held the opinion that so long as the terms offered to persons upon joining the Service have been fulfilled, their grounds of complaint are narrowed to matters in which their legitimate expectations have not been realised. While confident that before concluding we shall be able to convince your Lordships that the terms upon which we entered the Civil Service of the Crown are, in themselves, prejudicial to departmental efficiency, we will first proceed, after giving a brief *résumé* of those terms, to lay before your Lordships a statement of some fundamental differences between our present position and prospects, and what we might naturally and reasonably have looked forward to when joining the Service.

We submit to your Lordships that the terms offered to us upon entering the Service may be fairly stated as follows:—

1. An initial salary of 80*l.* or 90*l.* (afterwards raised to 95*l.*) according as we were to be employed in six or in seven hour offices, with a maximum of 200*l.* or 250*l.* respectively, reached in each case by triennial increments of 15*l.*
2. A prospect of duty pay for the most meritorious and intelligent clerks in each office.
3. The possibility of promotion to the Higher Division under special circumstances, and after not less than 10 years' service.
4. That the work of each office was to be graded, and that the duties to be performed by the Lower Division were to be principally of a routine nature; a large part of which duties had been previously performed by writers.
5. That our pay and prospects were to be as nearly as possible uniform, so that there was held to be no reason to allow us the privilege of choosing between service in different Departments, according to our place on the examination list.

Under these terms nearly fifteen hundred Lower Division Clerks have entered the Civil Service by open competition, and have been appointed to the various departments without the exercise of any choice on their part. Five hundred more have received appointments as nominees in respect of previous employment, making in all a total of two thousand.

The first point to which we beg to direct the attention of your Lordships is:—

That the work performed by Lower Division Clerks is of a higher and more responsible character than was intended when their rate of remuneration was fixed.

We are aware that there is not unreasonable tendency to hesitate to accept the views of men respecting the character or importance of their own work. We will, therefore, not content ourselves with a statement of our own opinion, but will proceed at once to lay before your Lordships the following evidence.

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While contemplating that Lower Division Clerks should eventually take the places of a certain proportion of clerks of the old establishment, the Playfair Commissioners clearly indicate in their first Report, that when they recommended the present rate of pay for the Lower Division, they intended, as was pointed out at the time by the Chancellor of the Exchequer, to assign the bulk of the work then done by writers to clerks of the Lower Division. Under these circumstances the Commissioners contemplated the reduction of the number of writers then employed from 1,200 to 100. No such reduction has, however, taken place. On the contrary, the number of writers now upon the register is, we believe, some 2,500. Assuming that four fifths of this number are in employment, it will be seen that here alone a body of men, numerically equal to the whole Lower Division, is employed upon work which was intended to be performed by Lower Division Clerks. A considerable number of boy clerks have also been introduced under the Playfair Scheme. It is, therefore, evident that the whole body of Lower Division Clerks must *a priori*, be now employed upon a higher class of work than was originally intended; and further, that those Lower Division Clerks who entered the Service soon after the promulgation of the Order in Council of 12th February 1876, and who would in the ordinary course now be performing more important duties than the generality of their colleagues, must be employed upon work much superior to that originally intended for such clerks. We are confident that your Lordships would find this to be the case in every Department. We would state it as a general rule that there is practically no distinction between the nature of the bulk of the work performed by Lower Division Clerks and that entrusted to the body of clerks immediately above us, and that the cases are very numerous in which Lower Division Clerks are employed upon work similar to that performed by clerks of the Higher Division, or by clerks who, in case of reorganisation, would undoubtedly form part of the Higher Division. We might add, that our ability to efficiently perform the duties now entrusted to a highly-paid class of clerks is further recognised under existing arrangements, whereby it is intended to hand over a larger proportion of these duties to the Lower Division when vacancies occur in the ranks above us, so that the superiority of our work will become still more pronounced with the lapse of time.

We also desire to submit to your Lordships, that we are strongly of opinion that it is impossible to maintain in each Department any clear and proper distinction between the class of work we perform and that performed by the body of clerks immediately above us. With regard to this subject we would respectfully direct your Lordships' attention to the opinion expressed by Mr. T. H. Farrer, one of the Playfair Commissioners, in a paper handed in to the Select Committee on Civil Services Expenditure, 1873. He said:—

"The fact is that neither the work nor the capacities and characters of clerks lend themselves to the arbitrary divisions contemplated by the new scheme. Except mere copying, which it is very easy to provide for in more ways than one, there is a continuous gradation of work from that of the clerk who keeps and puts away papers to that of the secretaries. In some offices executive detail is much larger than in others, and in these the proportion of inferior work and of inferior clerks will be larger; but in none, I believe, will it be found possible or desirable to draw an absolute line, much less two absolute lines, between one class of work and another."

The Playfair Commissioners themselves did not fail to point out in their first Report the practical difficulties in the way of the division of clerical labour.

They said:—

"The Established Clerical Service was (under the Order in Council of 1870) to consist of two distinct grades of clerks, the one admitted by a very high, the other by a comparatively low, competitive examination. It may have been intended that each office (after eliminating the Civil Service writers and their work) shall contain a certain proportion, varying according to its work, of clerks of both grades, differing from each other in pay, prospects, and position throughout their whole careers, each grade performing a distinct class of work. But assuming this to have been the

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intention, the distinction is not applicable to the real facts and wants of the Service. The work cannot be divided in the manner proposed . . . . . In short, the distinctions effected by these two Regulations do not apply to the facts of the service, and the consequence is, that where Regulations I. and II. exist in the same Department the division of labour contemplated by them cannot be maintained, while in a Department recruited wholly under Regulation II. there is no division of labour at all, except that which was contemplated by the establishment of Civil Service writers, which is wholly inadequate and has failed."

These difficulties, which were experienced in the very limited and unsuccessful system of division of labour under Regulations I. and II., have now been much increased by the endeavour, in most cases, to divide the work into a superior and inferior class, not only in particular offices, as was attempted under these Regulations, but in every office, and in each branch and department of an office, and even in each room.

We would now ask your Lordships to consider the possibility of Lower Division Clerks being promoted to the Higher Division after 10 years' service.

We believe that the only offices which have been reorganised throughout upon the lines of the Playfair Scheme are the Admiralty, Customs, War Office, and Inland Revenue. The present constitution of the clerical staff in the Customs and Inland Revenue Departments may be taken as examples of what would be the result of the proposed reorganisation if fully carried out in every Department. In these two Departments, the proportion of clerks who are now redundant clerks of the Higher Division, that is to say, clerks who have a recognised right to succeed to the Higher Division as vacancies occur, is only a little less than half the entire number of the Higher Division in these two Departments. Under these circumstances it will be seen that a long term of years from the present time must elapse before the redundant clerks are all absorbed. The Playfair Scheme has been already some years in operation, so that promotion from the Lower to the Higher Division in these Departments is practically impossible, even under the exceptional circumstances contemplated in the Order in Council of 12th February 1876, until after the lapse of a period very much in excess of the limit of 10 years. The Lower Division Clerks in the Departments not yet reorganised cannot but look forward with concern to the probability of the creation of a large class of redundant clerks in their Departments, especially in view of the possibility that your Lordships may not advise Parliament to offer such liberal terms to induce clerks of the old establishment to retire from these Departments, as in the case of the War Office and the Admiralty.

The next point for which we would earnestly claim your Lordships' consideration is the question of duty pay.

The Playfair Commissioners intended duty pay to play a very important part in the application of their scheme to the Service. Without a liberal and elastic system of duty pay there would seem to be nothing in the Playfair Scheme calculated to promote a healthy spirit of emulation among Lower Division Clerks. It is impossible to exaggerate the bad impression produced on the minds of Lower Division Clerks by their experience of the application of the duty pay clause of the regulations under which they serve.

We would first state that there are many offices in which no Lower Division duty pay is given, and that in one office the Head of the Department stated his opinion that Clause 16 of the Order in Council of 12th February 1876 did not necessarily imply that the duty pay was to be given in every Department. We would submit to your Lordships, however, that the clause in question cannot reasonably be made to bear this construction, and more especially as it was the intention of the Playfair Commissioners to have in each office a certain number of Lower Division duty pay seats.

Again, Lower Division duty pay is largely held by redundant clerks of the Higher Division, and other clerks of the old establishment, and is likely to be so held for many years to come, and in numerous cases to the end of their official careers. We do not wish your Lordships to understand

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that we feel we should have been justified in laying claim to this duty pay during the early years of our service, but on the other hand we are strongly of opinion that there is no reason to think that the Playfair Commissioners ever contemplated these clerks holding such Lower Division duty pay to the exclusion of clerks of the Lower Division.

In the absence practically of all chance of promotion, and in view of the fact that the greater number of the Lower Division Clerks are nearly of the same age, it will also be seen what a serious evil has arisen from the probability that those Lower Division Clerks who have been fortunate enough to receive duty pay, will retain such during their official lifetime to the exclusion of equal or perhaps greater merit on the part of their juniors by a few weeks or months.

All the foregoing causes of complaint have been aggravated by the fact that no choice has been allowed us of service in the various Departments. So far from any uniformity existing, a Lower Division Clerk, who took a high place in the examination list may receive a commencing salary of 80*l.* in an office requiring a capacity to perform superior work, yet offering no prospect whatever of duty pay, or promotion to the Higher Division, and in which he enjoys but a fortnight or three weeks' leave per annum; while a colleague, who came out at the bottom of the list, may be appointed to an office offering a commencing salary of 95*l.*, with a more liberal allowance of leave, a chance, even if it be remote, of attaining to duty pay, and a possibility of succeeding to the Upper Division.

We have hitherto dealt with the particulars in which we are of opinion that our position cannot be held to be in accordance with what we were led to expect on joining the Service. If we have convinced your Lordships that in this respect there exist, as we have stated, grave causes of complaint, we would respectfully and earnestly beg you to believe that it only renders more acute the natural, and ever growing dissatisfaction, against the whole system under which we work. We may say here that even if the terms offered to us upon entering the Service had been strictly fulfilled, we are confident that your Lordships will admit that circumstances may have arisen under which you would feel it neither just nor desirable to refuse to acknowledge the existence of other and legitimate causes of complaint. We, therefore, do not hesitate to speak freely respecting the whole system under which we are employed, and respectively submit that the terms offered to inexperienced youths could not in any case remain morally intact under the following circumstances.

We have come into the Civil Service under a system intended to prevent us from rising beyond a certain low limit, and we were given to understand that it was necessary for the efficiency of the Service to recruit the upper ranks by men entering under a high scheme of examination. Instead, however, of finding, after we had entered the Service, that the justice or necessity of such a system had received any recognition in practice, we discovered that the positions above us, from which we are excluded, are mostly filled by men who have entered the Service with qualifications in no wise superior to our own, so that in some of the largest and most important Departments all the higher ranks are at this moment efficiently and creditably filled by men who have, with few exceptions, entered under an examination test, no higher, and in many instances lower, than that now prescribed for the Lower Division. We, therefore, trust that your Lordships will admit that it is not unreasonable that we should feel strongly that the present plan of placing in each Department not a natural, but an artificial, barrier between men of the same educational status constitutes an injustice to the clerks of the Lower Division, and that the result cannot but be prejudicial to departmental efficiency. We would also beg to state to your Lordships, that even if all the present Upper Division Clerks had passed a higher examination than the clerks of the Lower Division, it would be hard to justify the present division of the clerical staff into two entirely separate classes from the expressed opinions of any of the high authorities consulted during the course of inquiries into Civil Service administration.

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Concerning the inexpediency and injustice of such a system there would always seem to have been no doubt in the minds of those authorities.

Sir Stafford Northcote and Sir C. E. Trevelyan, in their Report and Papers upon the organisation of the Permanent Civil-Service, 1854-55, expressed themselves thus:—

"The systematic promotion of meritorious officers from the lower to the higher grades of the Service is the object to which our whole plan is more distinctly directed than to any other."

Sir A. Y. Spearman, in the course of the same inquiry, said:—

"To split the Civil Service into two parts—a lower and far larger class to be occupied about one description of business, an upper and a smaller class to be employed in business of a somewhat higher character, the one to be decidedly inferior in rank and prospects to the other, and to be directed and controlled by it, although not possessing that knowledge which is best, and can indeed be alone gained by working right through—would, it seems to me, greatly impair its efficiency as a whole, and would, besides, be unjust to those who enter into the lower class. . . . . It is upwards of 46 years since I first entered the Civil Service of the Crown in its humblest rank; and I speak from practical experience and personal knowledge, when I express my opinion that such a system would be injurious as well as unjust."

The Select Committee on Civil Services Expenditure, 1873, said in their Third Report:—

The Committee "consider that, while competitive examinations afford, "on the whole, the best means of selecting young men for admission "into the Civil Service, the efficiency of an office mainly depends upon a "good system of promotion, under which men can be advanced according "to the evidence of their fitness which they give by the actual discharge "of their official duties. They think that any artificial divisions in the "permanent clerical establishment of an office are likely to be objectionable, as interfering with the freedom of promotion by merit; and they "are of opinion that it would be the best plan to arrange the competitive "examinations, so as to supply each office with young men suitable to "the general character of the Department, and to place them all on a "footing of equality so far as regards their prospect of rising."

Mr. T. H. Farrer, one of the Playfair Commissioners, examined before the Committee:—

3688. Those (Assistant Division, Board of Trade) clerks will not have any opportunity, under any circumstances, of rising into the Upper Division, will they?—No, there is a chasm; a hard and fast line.

3689. Do you think that chasm a desirable thing?—I think that of many bad features in the present scheme it is the worst.

3690. In what way would you propose to correct it?— . . . . I am very much inclined to think that it may prove desirable to let the Upper Division of those very highly paid competitive examination clerks die out altogether, and to strengthen the Assistant Division and the staff officers.

Sir W. H. Stephenson, one of the Playfair Commissioners, examined before the Committee:—

4247. Then you prefer gradual promotion to a chasm between two classes of clerks?—Undoubtedly I do in an office like mine (Inland Revenue). . . . . The education is extremely technical in many departments of it, and no man coming into that office, who had not had the previous training, would be of the slightest use, however highly educated he might be.

Sir Louis Mallet, examined before the Playfair Commission:—

4242. Are you in favour of a division into Classes 1 and 2, with such a natural difference of qualifications and prospects?—I cannot say that I am. I have the strongest possible objection to any system which takes a man at the age of 20, and settles once for all his future destiny, without giving him an equal chance of success in his career, whatever it may be, with anybody else. It seems to me not the right thing, and by no means likely to improve the efficiency of the Service (which, I think, should always be looked at first of all, and which is very much disregarded), to impose upon

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the heads of the departments the necessity of choosing their agents from a particular body of men.

4259. In the course of his reply he said:—Into that office (Audit Office) has been introduced the system of First and Second Class Clerks. In the First Class young men come in well educated, men who would have succeeded, very likely, in some open profession. They are men who have certain aspirations, and the power, perhaps, of gratifying them; they find themselves in an office with much mechanical work, and they find a set of men capable of doing it under their orders; and the tendency which is observed (and one's experience corroborates it) is that the men in the Second Class do the work, and those men will probably in a very short time become thorough masters of it, because it does not require a very high education; and in 10 years the real backbone of the office will be found, not in the First Class, but in the Second, and you will have a class of men in the First Class not doing very much work, but looking down upon the working bees, and being paid more than they are worth.

We would now respectfully direct your Lordships' attention to the rate of salary which has been fixed for the Lower Division. We have already endeavoured to show that the work performed by the Lower Division is much superior to that intended when the rate of remuneration was fixed. The Playfair Commissioners, in their First Report, said:—

"The rate of remuneration to be fixed for the Lower Division of Clerks should only exceed the rate fixed for similar work in the open market by such an amount as will attract to the public service the *élite* of the class employed in similar work outside of it."

While deprecating comparisons between Lower Division Clerks, who have to win their positions in a severe competitive examination specially designed by your Lordships to prove that they are the *élite* of their class, and clerks in banks, insurance offices, &c., who usually obtain their appointments under conditions much less severe, we would direct your attention to the following evidence given before the Playfair Commissioners by Mr. W. Newmarch, manager of Messrs. Glyns' bank, which may be taken as a specimen of similar evidence given by other gentlemen:—

4776. Would an average man (in Messrs. Glyns' bank) be likely, for instance, in 20 or 25 years to reach 400*l*.?—Yes; I should think that he would in 20 or 25 years, supposing he had steady business qualities. We have somewhere between 10 and 20 posts where the salary would be much more considerable.

4777. But those, I suppose, are outside the clerks' posts?—No; not outside the clerks' posts. They are all filled up by promotion from the establishment. We have no classes. We have no line drawn between one set of men and another.

We would also direct attention to the evidence of Mr. Lingen (Sir R. R. W. Lingen) before the Select Committee on Civil Services Expenditure, 1873:—

3099. Can you give the Committee any general idea of what would be the range of the salaries of this Upper Division, and the range of the salaries of the Lower or Assistant Division?—I think that, again speaking quite broadly and subject to very considerable explanation and exception in detail, I might say that the Upper Division might be considered as ranging between 200*l*. a year on admission and 800*l*. a year, and the Lower Division as ranging between 100*l*. a year on admission and 400*l*. a year. But I should like, at the same time, to put in this explanation, which has a very considerable bearing upon the case, that there are many departments in which, with the exception of a very few heads, the commercial examination is the only one which could be reasonably adopted for the great bulk of the clerks. There are large parts of the Inland Revenue Department, large parts of the Customs Department, large parts of the Post Office Department, in which it would be quite impossible to limit the salaries of persons who came in under the second scheme to 400*l*. a year. The Heads of many of those Departments do not require a high education, but they require administrative and business faculties of the highest order; and in those Departments they would rise, and do rise, and I think ought to rise, to quite as high salaries as they do in the others.

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Mr. Childers, examined before the Playfair Commission, expressed himself:—

3402. Speaking of the liberality of pay, have you given sufficient attention to that point to indicate what you think would be a fair minimum and maximum for each of the divisions?—I have not laid down in my paper an exact scale, but, speaking generally, I think that in the Second Division, which is the one perhaps about which there would be most difficulty, the Clerks and Senior Clerks should rise from about 100*l.* to about 750*l.* a year (where the exact break or breaks should be I am not able to say positively); and if a careful revision were made as to the title of Chief Clerk, which is in some cases used where I should call the officer only a Senior Clerk, the salary of Chief Clerks might be as high as 900*l.* But, in naming these maximum rates, I assume that a very considerable reduction in the numbers on the different establishments is effected. With the present numbers such salaries could not be looked for.

In a paper handed in to the Commission he also stated:—

"Inadequate remuneration to officers fully employed is the worst of economies."

In connexion with the present system of a fixed triennial increment and low maximum, we would bring under your Lordships' notice the following opinion expressed by the Playfair Commission:—

We are of opinion that the salary should be low in the earlier years of the service, and should rise more rapidly as the clerk gets older, when his responsibilities in life increase, and the value of his experience becomes greater to the State. The example of the open professions, and the practice of private firms and establishments, strongly confirm the view that good service will be better secured by good prospects in later life than by a high initial salary.

And also to the following evidence of Mr. W. Newmarch, manager of Messrs. Glyns' bank:—

4772. Does his (the clerk's) salary rise by seniority or by merit?—Purely by merit.

4773. Does it rise by fixed increments?—Partly so. At Christmas in every year great pains are taken in surveying the whole of the establishment, and every member of it. Reports are obtained from the heads of the different departments, which I examine with great care, and, as far as possible, we ascertain every man's merits and demerits. If a man is a fairly efficient man he gets an advance of 5*l.* or 10*l.* If he is a man who has shown himself to be possessed of more than ordinary industry or intelligence we by no means limit ourselves to that advance.

We would also submit that the system of giving an increment of salary of the same amount to clerks in six and in seven hour offices cannot be held to be satisfactory. A clerk in a seven hour office, although the rate of payment for his service during six hours of the day increases with length of service, enjoys no advance on the rate of payment for his seventh hour's service till after 27 years' service, when his increments are allowed to continue till his salary reaches 250*l.* per annum, instead of stopping at a maximum of 200*l.* as in the case of a clerk employed in a six hour office. It will, however, be perceived that he may at any time be deprived of this privilege through his liability to be transferred to a six hour office, and that in the possible event of promotion to the Higher Division he would forfeit the deferred advantage.

We may now summarise as follows the points which we have endeavoured to submit for your Lordships' consideration:—

1. That the system of dividing the clerical staff in each Department, each branch of a Department, and each room, into two grades of men, entering by different examinations, and with no system of promotion from the lower to the higher grade, is calculated to produce discontent, and to seriously impair departmental efficiency; and that such a system has been condemned by the highest and most experienced authorities.
2. That the character of the work of Public Departments does not lend itself to such a division, that it is impossible to grade the work in the manner proposed, and that such has been the opinion of the most distinguished Civil Service administrators.

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3. That the inexpediency and unreasonableness of such a system is rendered still more striking from the fact that the upper ranks of the Service, from which we are now excluded, are at this moment efficiently and creditably filled by men who have in the majority of cases entered the Service under tests no higher, and in many cases lower, than those now prescribed for candidates for the Lower Division.
4. That the constitution of the Service, resulting from the manner in which the Playfair Scheme has been applied, would indefinitely prevent us from reaching the Higher Division, even under the exceptional circumstances contemplated in the Order in Council of 12th February 1876.
5. That the regulations respecting duty pay have not been carried out as we might reasonably have expected, and that this evil is all the more serious in the absence of any prospect of promotion.
6. That at present there is practically no incentive to zeal, industry, and efficiency in the Lower Division, in consequence of the absence of any prospect of promotion, the present distribution of duty pay, and the system of fixed triennial increments.
7. That the work done by Lower Division Clerks is already of a character distinctly superior to that intended when the rate of remuneration was fixed.
8. That, in view of the foregoing, the scale of pay for the Lower Division is inadequate.

We would, therefore, respectfully submit to your Lordships that, in the interest of the efficiency of the Public Departments, as well as in order to remove the grave causes of complaint now existing, an inquiry into the present system is urgently required with a view to its revision in the following directions:—

1. A workable and general system of promotion from the lower to the higher ranks of the Service, so that there may be no artificial barrier placed in the way of men desirous of reaching positions which their abilities and training would naturally fit them to fill.
2. Some satisfactory system of dealing with redundant clerks, and clerks of the old establishment, who, in many cases, without any advantage to themselves, interfere with the legitimate prospects of the Lower Division.
3. An equitable and more liberal distribution of duty pay.
4. A progressive and annual increment of salary, instead of the present fixed triennial increment.

We have, &c.

(Here follow the names of 1,266 Lower Division Clerks in English, 39 in Scotch, and 196 in Irish Offices.)

The Secretary, Treasury, to the Under Secretary, Colonial Office (by whom the foregoing Memorial had been forwarded to the Treasury.

Treasury Chambers, Whitehall,
19th June 1884.

SIR,

I AM directed by my Lords to acknowledge the receipt of Mr. Bramston's letter, dated 12th October last, transmitting a letter from the Clerks of the Lower Division employed in the Colonial Office, wherein was enclosed a copy of a petition directly addressed to the Treasury by other Lower Division Clerks attached to various branches of the Civil Service, on the subject of their position and prospects under the Order in Council of 12th February 1876.

My Lords desire, before they proceed to make any further remarks upon this communication, to notice, with satisfaction, that the Lower Division Clerks in the Colonial Office have so far respected the discipline of the Civil Service as not to join in directly memorialising the Treasury with-

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out at the same time informing the Heads of their own Department of the course they were taking, and my Lords further notice, with satisfaction, that they do not adopt those parts of the memorial which imply that the terms on which they entered the Service have not in all particulars been fulfilled.

The Secretary of State is, no doubt, aware, although there is no mention of the fact in the present memorial, that it is mainly the repetition of similar memorials which were carefully considered by the Treasury so recently as the year 1881, and were the subject of a Minute, dated 8th July of that year, which was communicated to the Public Departments in a Treasury Circular of the same date.

My Lords have to request that this Minute and Circular be referred to.

In the Circular my Lords caused this statement to be made, namely, that "they were very sensible of the prejudice which would be caused to "the good order and discipline of the public service generally, if the "Lower Division Clerks were to regard themselves as privileged to act "independently of the offices in which they were for the time being em-"ployed, and that my Lords intended to give no countenance to any such "procedure."

The further memorial which is brought to the notice of my Lords in the letter under reply ignores this declaration on the part of the Treasury, and the memorialists invite my Lords to a discussion not only of particular complaints, but of the whole system under which they have recently entered the public service, but which they pronounce to be prejudicial to its efficiency.

Into this general discussion, namely, whether or not the public service ought to be classified in two divisions, my Lords must decline to follow the memorialists.

The division results from recommendations of Mr. Playfair's Commission, which are embodied in the Order in Council of 12th February 1876, and this Order was the act of the late Government, and has been adopted by the present.

The memorialists quote (out of their context) the opinions of various public officers which have been given upon this subject in the course of inquiries extending from 1853 to 1875. But, without stopping to supply all the necessary explanations and qualifications, and (*inter alia*) to notice that not a few of the terms employed have gradually changed their meaning, thus much may be affirmed without hesitation, that the necessity for some division or other of official labour into higher and lower kinds has been the conclusion uniformly deduced in every inquiry.

This common result cannot be better summed up than in the statement of the Playfair Commission (1st Report, p. 14), "The division of labour is, "therefore, as experience shows, beset with difficulties. It is, nevertheless, in our opinion, the key of the position."

Assuming, then, this division to be no longer within the field of discussion, my Lords proceed to consider those parts of the memorial which *primâ facie* concern the application, in practice, of the Order in Council of 12th February 1876, without prejudice to the principle of it.

Within these limits the specific complaints of the memoralists may be recapitulated as follows:—

1. That there are fundamental differences between the present position and prospects of the memoralists and what they might naturally and reasonably have looked forward to when joining the Service; and, in support of this statement,

2. That the work performed by Lower Division Clerks is of a higher and more responsible character than when their rate of remuneration was fixed.

3. That, when the Playfair Commissioners recommended the present rate of pay for the Lower Division, they intended to assign to it the bulk of the work then done by the class known as "writers," and that, under these circumstances, the Commissioners contemplated the reduction of the number of writers then employed from 1,200 to about 100 (1st Report, p. 20), whereas no such reduction has taken place, the number of writers now

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on the Register being believed to be some 2,500. It is added that a considerable number of boy clerks have also been introduced (but confessedly) under the Playfair scheme. From these premisses it is inferred *a priori*, and stated to be the fact, that Lower Division Clerks are employed upon work much superior to that originally intended for them.

4. That, under existing circumstances, a period very much in excess of the limit of 10 years must elapse before promotion from the Lower to the Higher Division will be possible, even under the exceptional circumstances contemplated in the Order in Council of 1876.

5. That, under existing circumstances, the application of the Duty Pay Clause (16 of the same Order in Council) is less liberal than was intended.

6. That no choice is allowed to Lower Division Clerks of the Department in which they are to serve.

7. That the scale of pay for Lower Division Clerks in seven hours offices fails to remunerate them proportionately for their extra service.

Taking the first three of the foregoing statements together, the gist of them is, that the Playfair Commissioners intended to assign the bulk of the work done up to 1875 by temporary writers to clerks of the Lower Division. Upon this subject it will be best to let the Commissioners speak for themselves. They say (1st Report, p. 15,) "Unless the Lower Division "is able to take a large proportion of the work now done by established "clerks, our scheme would be unjustifiably extravagant." To the same effect, at p. 16, they say,—"We recommend these rates of pay (*i.e.*, for "the Higher Division) on the assumption that the number of it will "be comparatively small, owing to the existence of an efficient Lower "Division." And, at p. 21, "We desire again urgently to represent "that, should Government approve our principles of reconstruction, "it will be absolutely necessary greatly to curtail the number of superior "clerks by a large substitution of clerks of the Lower Division. If this "be not done, the increased expenditure to the State of the plan we "propose would be too great to justify its adoption." The regulations under which temporary copyists are appointed have contained, from a date antecedent to the Order in Council of 1876 which created the present Lower Division, a description of their duties to the following effect:—"Copyists, as a rule, are not meant to be employed upon any "work except mere copying, *or routine work under the direction of established officers*." The Commissioners say (p. 21):—"The nature of the "work, *other than mere copying*, on which writers are now employed in "different offices varies very much. No doubt they frequently do the "same sort of work as the established clerks. . . . But . . . the "conclusion to be drawn from the similarity of the duties performed is, "not that the writer is doing work of a high class, but that the clerk is "doing work of a low class. *For this class of work* we have recommended "the introduction of a subordinate division of Permanent Clerks. . . . "As regards Civil Service writers, . . . as they entered with a lower examination, and at rates of pay inferior to those recommended by us for "the Lower Division of Permanent Clerks, we do not think that the "general body of them would be suitable for that Division." It is impossible, therefore, to contend that the Playfair Commissioners regarded the Lower Division Clerks as the mere successors of the old writers; and, as regards the contemplated number of the latter class, no stress can be laid on the *obiter dictum* of the Commissioners (p. 20), that *if the writers themselves were correct in stating* that scarcely 5 per cent. of their number were engaged in mere copying, the number of such copyists would not be likely to exceed 100 for the whole Service. The Commissioners expressly state that temporary writers are a necessity of the public service. "There "is" (they say, p. 21) "often in some offices, in certain seasons and on "certain occasions, a temporary pressure of work; whilst in many growing offices, . . . there is a very proper tendency to provide for the "pressure by temporary assistance, and not to create new permanent "clerkships until the necessity for them is well established." To what extent this temporary employment shall continue to be given is a question which must be left to the Executive Government of the day.

LOWER DIVISION.

Memorial from Lower Division Clerks.

There is, therefore, no foundation in the Playfair Report for the complaint that, so far as the work of the present Lower Division Clerks exceeds that previously demanded of the temporary copyists, the terms of their service have become different from what they were entitled to expect when they undertook it. It would be strange indeed, that the Playfair Commissioners recommended for clerks of the Lower Division a scale of remuneration which, with all its advantages, is, on an average, at least 50, and from that to 100 per cent. in advance of a copyist's ordinary wages, if they had intended the duties of clerks and copyists to be the same. "The rate "of remuneration" (they say, p. 20), "should . . . attract to the "public service the *élite* of the class employed on similar work outside "it. . . . With these views, we think that the salaries of the Lower "Division should commence at 80*l.*, and rise by triennial increments to "200*l.*" My Lords consider it to be sufficiently proved that there is no ground for the complaint raised under the first three of the foregoing heads.

As to the fourth complaint, that the prospect of promotion offered by Clause 18 of the Order in Council of 12th February 1876 is not likely to be fulfilled before the expiry of a period much in excess of 10 years, my Lords must point out that the period of 10 years has never been held forth as that *at the end of which there was to be* promotion, but as that *before the end of which there could not be* promotion, from the Lower to the Upper Division. Upon this point the Playfair Commissioners say (p. 18), "Pro-"motion from the Lower to the Higher Division of the Service should be "a matter of rare occurrence," and my Lords in their Minute of 8th July 1881, stated their opinion that "clerks are not wanted in this part of the "service of an order superior to that which the certainty of a salary "rising to 200*l.* a year, and the possibility of one rising to 300*l.*, with a "pension (at 60 years of age), may ultimately suffice to command. It is "true that there are openings for those among them who give proof of "exceptional merit and ability in the shape of staff appointments, and in "becoming qualified to be selected, after 10 years' service, for promotion "to vacancies in the Upper Division; but those opportunities can never "be more than very few, and it never was, nor is it now, intended or "desired that the prospect of them should alter the character of the Lower "Division, which, as a rule, is wanted for the punctual and intelligent "execution of prescribed duties."

My Lords see no reason for substantially qualifying this statement. At the same time they wish to guard themselves against a misleading interpretation which may be put upon it. Although the number of Lower Division Clerks promoted to the Higher Division must always bear a small proportion to the number not so promoted, it is not necessary that they should be an insignificant proportion of the Upper Division. On the contrary, my Lords look forward to that Division's being largely replenished, in certain Departments, from the best members of the Lower Division. It will probably always be necessary to reserve a power of direct appointment to the Upper Division; but there are many Departments in which this power need not—so far as my Lords can foresee—be exercised habitually, or even frequently. Promotion from the Lower to the Higher Division may therefore fairly be considered as a legitimate aspiration for the superior members of the former.

The memorialists also ignore the existence of the staff appointments, which exist in almost all public departments, of a kind suitable to be filled from the ranks of the Lower Division.

They ignore further the fact that the Order in Council of 12th February 1876, upon which all their title to special promotion rests, is not yet nine years old—a period too short to justify them either in expecting immediate promotion out of their class, the salary of which continues to increase, or in despairing of such ultimate promotion, if they deserve it.

As regards the fifth head of complaint, that duty pay is not granted as liberally as was expected, my Lords have only to remark that duty pay has never been offered as a personal payment, or as in the nature of a direct reward or recognition of personal merit apart from special duty. The

LOWER DIVISION.

Memorial from Lower Division Clerks.

Playfair Commissioners (p. 17) carefully mark this twofold consideration of personal merit and special duty. "We have provided for" [a general system of promotion] "by our service scale, and we think any further pay "or promotion should depend entirely on the amount and character of "the superior work which has to be done, and should only be given for "the actual performance of this work. In allotting these prizes, the best "qualified man should be selected without regard to any other considera- "tion. We therefore recommend that . . ., according to the present "practice of the Bank of England and various private banks and com- "mercial establishments, a special extra scale of payment, to be called "Duty Pay, be attached to superior duties and work of a special "character." In the Order of Council of 12th February 1876, duty (or "extra") pay is spoken of in Clause 16 as "attached to situations open to "clerks of the Lower Division whose duties involve the superintendence "of other clerks, or are otherwise of a more distinctly responsible "character than such as the generality of their colleagues have to perform. "The number of such situations in each Department, and the amount of "extra pay, subject to the maximum of 100*l.*, to be assigned to each such "situation, shall be fixed by the Head of the Department with the consent "of the Commissioners of the Treasury." The question, therefore, whether Lower Division Clerks should receive duty pay has been always announced as depending exclusively upon the character of the work to be done by them, and as originating exclusively with the Heads of each Department wherein they might be employed.

Upon this point, therefore, the collective body of the Lower Division Clerks have no *locus standi*. If in any office there be deemed to be clerks who are engaged upon work of supervision, or otherwise of superior character, who yet receive no duty pay, the appeal lies to the Heads of the Department, who no doubt would not hesitate to apply for Treasury approval of any new allowance which might appear to them to be called for.

As regards the sixth complaint, that Lower Division Clerks have not the choice of the offices in which they are to serve, my Lords have to notice that, in respect of the service scale of pay (80*l.*, by triennial 15*l.* to 200*l.* in six hours offices, or 95*l.* to 250*l* in seven hours offices) all offices are equal, and that the service scale of pay is the only part of the State's contract with a Lower Division Clerk which is absolute and unconditional. This basis of uniformity was indeed one of the principal advantages held forth by the Playfair Commissioners (p. 14 and p. 19) in recommending the formation of a Lower Division, and every candidate that enters the competition has full notice of the terms upon which appointments may be obtained by means of it. It is, however, no doubt most desirable to meet the special personal circumstances and feelings of individuals, subject always to the paramount consideration of the convenience of the public service. My Lords have already taken steps in this direction, permitting exchanges of Lower Division Clerks (at their own wish) between Departments, which appears to them to go a considerable way towards meeting complaints on the score of personal convenience.

The question of original appointments is more difficult to deal with, and my Lords, before deciding on the terms of this letter, have given it their anxious and repeated consideration. Although the very small amount of choice now allowed to successful candidates may not be accurately described as an injustice, yet my Lords are desirous of removing this cause of discontent so far as is consistent with the necessity of promptly and efficiently supplying vacancies in all branches of the public service. They are in communication with the Civil Service Commissioners, and hope soon to be able to make some public announcement on the subject.*

The inequality due to the different hours of service in different offices could probably never be altogether removed; but it can be diminished by

* In pursuance of these communications successful candidates are now invited to name the Departments in which they may prefer to serve; and are permitted, within certain limits, defined by the necessities of the public service, to postpone employment until they can be appointed to one of such Departments.

LOWER DIVISION.

Memorial from Lower Division Clerks.

increasing the number of offices to which the 7-hour scale is applicable; and this change it is the intention of my Lords to encourage, wherever the increase of work justifies it, or an equivalent reduction can be made in the numbers employed. It may be mentioned that one of the larger Departments (the English Local Government Board) has just been put on the 7-hour scale. Moreover, in referring to this difference as an "inequality," it is to be remembered that it is for the employer to decide what amount of service he requires, and under what conditions. The employed takes the service, if at all, voluntarily.

As regards the seventh complaint, that the scale of pay for Lower Division Clerks in seven hours offices fails to remunerate them proportionately for their extra service, my Lords have already pointed out, in their answer to the memorialists of 1881, that a strict application of the rule of proportion would limit the maximum salary of a Lower Division Clerk in a seven hours office to 233*l.* 6*s.* 8*d.*, instead of the maximum of 250*l.*, which is now allowed under Clause 13 of the Order in Council of 1876. My Lords have further to notice, not without some surprise, that the present memorialists take no notice whatever of the concession made in 1881, that the salaries of clerks in seven hours offices should begin at 95*l.* instead of 90*l.*, and that the salaries of all clerks then serving in such offices should be raised by 5*l.*, the date of triennial increments remaining the same. By this measure, an extra sum of 5*l.* per annum was added to each clerk's salary throughout his service up to the maximum, so that it is inaccurate to talk of "deferred advantage," except by treating the terms now complained of as the original terms, and keeping out of sight the fact that the present terms include an allowance for the very circumstance that is now again brought forward as a grievance. My Lords can offer no further concession under this head.

In conclusion, my Lords have only to add that the statements of the memorialists "that at present there is practically no incentive to zeal, "industry, and efficiency in the Lower Division, in consequence of the "absence of any prospect of promotion, the present distribution of duty "pay, and the system of fixed "triennial increments," also, "that the "scale of pay is inadequate," either rest on simple assertion, or imply assumptions condemnatory of all division of official labour, and of all protracted service at fixed rates of pay. My Lords know of no reason why the civil part of the business of the State should be conducted on assumptions recognised as valid in no other branch of it, nor indeed in any business whatever, which has to be conducted on a great scale. The large number of candidates for the Lower Division competitions shows (what all other evidence confirms) that the public service offers inducements, in amount of pay, pension, or other advantages, which render it not less attractive than analogous service under companies or private employers of clerical labour. Nor is there any reason to complain of the quality of these candidates. If any of them are disposed to measure their remuneration not by duties which they have to perform, but by those which they believe themselves to be capable of performing, it can only be said that, so long as they receive the stipulated remuneration for doing what they were asked to do, they have no claim against the public to be compensated for their error, if they have committed any, in the choice of a profession.

My Lords are ready to consider, within the lines of the Order in Council of 1876, all proposals brought to their notice by the Heads of the several Public Departments, and confined to each Department severally, but they think it necessary for the discipline of the Service to declare that they can take no action whatever upon further collective memorials from the Lower Division Clerks as a body. The State at present pays, for the clerical labour which it requires, at least the full market value of it; and the proposal that it should pay more than this amounts to a demand for subsidizing a particular class of society at the expense of the general taxpayer.

I have, &c.
(Signed) R. R. W. LINGEN.

LOWER DIVISION.

The Under Secretary of State, Home Office, to the Secretary, Civil Service Commission.

Seniority of Lower Division Clerks.

SIR, 3rd September 1884.

I AM directed by Secretary Sir William Vernon Harcourt to state, for the information of the Civil Service Commissioners, that his attention has been called to the circumstances connected with the appointment, as Lower Division Clerks in this Department, of Messrs. A——, B——, and C——, who were successful candidates in the same Examination.

On the occasion of the first vacancy, which was in the Statistical Branch of this Office, application was made to the Commissioners to send one of the successful candidates who was specially versed in statistics, and Mr. A——, who stood 87th on the list, was selected, his appointment bearing date the 1st September 1883.

On the 20th August 1883, the Commissioners were requested to assign Mr. C——, who had been a Boy Clerk in this Office, to a Clerkship then vacant. He obtained the 69th place in the Examination; his Certificate was received on the 20th December 1883, on which day he was appointed.

On the 21st August 1883, application was made to the Commissioners for the transfer of Mr. B——, then a Boy Clerk in this Department, to another vacant Clerkship in the Lower Division. He stood 63rd on the list, and his Certificate was forwarded by the Commissioners on the 14th November 1883, on which date he was appointed.

As seniority does not exist in the Lower Division, the Secretary of State presumes that nothing turns upon the dates of the Certificates; but in the event of a Duty Pay post becoming vacant, and these three gentlemen being equally eligible and deserving, he thinks that the respective places taken by them in the Examination ought with justice to be borne in mind when filling the vacancy is taken into consideration. Sir William Harcourt will be glad to learn whether the Civil Service Commissioners acquiesce in this view of the matter.

I have, &c.

The Secretary, Civil Service Commission, to the Under Secretary of State, Home Office.

SIR, 15th September 1884.

I AM directed to acknowledge the receipt of your letter of the 3rd instant inquiring whether the Civil Service Commissioners acquiesce in the opinion of Sir William Vernon Harcourt that if Lower Division Clerks selected at the same competition should, in the event of a Duty Pay post becoming vacant, prove to be equally eligible and deserving, the respective places taken by them in the Examination ought with justice to be borne in mind when filling the vacancy.

In reply, I am to acquaint you, for the information of the Secretary of State, that it does not fall within the province of the Civil Service Commissioners to decide any question as to the selection of Lower Division Clerks for Duty Pay.

I am to add, however, that seniority in the Lower Division would appear from the 17th Clause of the Order in Council of 12th February 1876 to have been, by the deliberate policy of the Government, expressly excluded from consideration in the assignment of duty pay.

I have, &c.

The Under Secretary of State, War Office, to the Secretary, Civil Service Commission.

LOWER DIVISION.

SIR, 25th August 1884.

Date of triennial increment as affected by previous service in another Department.

As it appears from the Civil Service Certificate received for Mr. D——, recently appointed a Clerk of the Lower Division in this Department, that that gentleman has served for the period marginally noted* in the Office of the Local Government Board for Ireland, I am directed by the Secretary of State for War to request that you will be so good as to state whether Mr. D——'s previous service will reckon towards increase of pay; and, if so, from what date he is to be regarded as entitled to his first triennial increment under paragraphs 13 and 14 of the Order in Council of the 12th February 1876.

I have, &c.

The Secretary, Civil Service Commission, to the Under Secretary of State, War Office.

SIR, 28th August 1884.

IN reply to Mr. Guibara's letter of the 25th instant, I am directed by the Civil Service Commissioners to acquaint you, for the information of the Secretary of State for War, that though a Clerk of the Lower Division who has previously served in another Office is, equally with others, subject to the provisions of Clause 10 of the Order in Council of 12th February 1876, it has been decided that his previous service (whether permanent or temporary) may be reckoned in his new Department towards the triennial increment of salary.

* * * * *

I am, &c.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 7th May 1884.

Date of triennial increment as affected by breaks in service.

WITH reference to Clause 13 of the Order in Council of 12th February 1876, I am directed to acquaint you, for the information of the Lords of the Treasury, that the opinion of the Civil Service Commissioners has been requested by the Board of Inland Revenue as to the date at which the triennial increment of salary will become due in the case of Mr. E——, a Lower Division Clerk who, having served on temporary duty at the Irish Land Commission from 2nd October 1882 to 31st March 1884, was on the 21st ultimo assigned for permanent duty to the first vacancy which afterwards occurred in the locality to which he wished his appointment to be restricted, viz., to a Clerkship in the Inland Revenue Department, Dublin.

There was thus an interval of about three weeks during which Mr. E—— was not actually employed as a Lower Division Clerk, and the Commissioners would be glad to be informed whether their Lordships concur with them in considering that this period cannot be reckoned as part of the three years which must elapse before his increment can be gained.

I have, &c.

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* From 5 Feb. 1884 to 31 July 1884.

LOWER DIVISION.

Date of triennial increment as affected by breaks in service.

The Secretary, Treasury, to the Civil Service Commissioners.

MY LORD AND GENTLEMEN, 17th May 1884.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to state, in reply to Mr. Mann's letter of the 7th instant, that the period of three weeks which elapsed between Mr. E——'s discharge from the office of Lower Division Clerk at the Irish Land Commission and his appointment to be a Clerk in the Inland Revenue Department in Dublin cannot be reckoned as part of the three years' service required to entitle him to an increment of salary.

I have, &c.

COLONIAL OFFICE.

COLONIAL OFFICE.

Nationality of Candidates for Eastern Cadetships.

The Secretary, Civil Service Commission, to the Under Secretary of State, Colonial Office.

SIR, 8th December 1883.

WITH reference to the Regulations under which persons are admitted to compete for Cadetships in the Civil Service of Ceylon, I am directed to enclose copy of a letter* which the Civil Service Commissioners have received from Mr. A———, inquiring whether Candidates for this service should be naturalized British subjects.

It will be observed that the printed memorandum (of which a copy is inclosed*) contains no provision as to the nationality of Candidates, but, as it may, nevertheless, be the wish of the Secretary of State that admission to this service should be granted only to natural-born subjects of Her Majesty, or only to these and naturalized aliens, the Civil Service Commissioners have thought it right to bring the subject to Lord Derby's notice, and to inquire what answer should be returned to Mr. A———'s question. If it is his Lordship's desire that British nationality should be an essential condition to candidature for these Cadetships he may probably consider it expedient to notify such condition in the published memorandum.

I am at the same time to suggest that some inconvenience to the Candidates, as well as to your Department, might be avoided, if it were stated in paragraph 1 of such memorandum that persons seeking information as to competitions therein mentioned should apply to this Board.

I have, &c.

The Under Secretary of State, Colonial Office, to the Secretary, Civil Service Commission.

SIR, 18th December 1883.

I AM directed by the Earl of Derby to inform you, in reply to your letter of the 8th instant, that, in his Lordship's opinion, only natural-born British subjects should be admitted to the Examination for Cadetships in the Eastern Colonies.

* Not printed.

2. With regard to the concluding words of your letter, Lord Derby proposes that in all future issues of the Regulations for Cadetships in the three Colonies in question, paragraph 1, should run as follows:— COLONIAL OFFICE.

"The Cadets, who must be natural-born British subjects, are selected "by open competitive examination held by the Civil Service Commis- "sioners, to whom all inquiries on the subject should be addressed."* Nationality of Candidates for Eastern Cadetships.

His Lordship would be glad to know if these words meet the views of the Commissioners.

I have, &c.

The Secretary, Civil Service Commission, to the Under Secretary of State, Colonial Office.

SIR, 29th December 1883.

I AM directed to acknowledge the receipt of your letter of the 18th instant respecting the nationality of candidates for Cadetships in the Eastern Colonies; and, in reply to the last paragraph thereof, to acquaint you, for Lord Derby's information, that the only point upon which the Civil Service Commissioners have any doubt is whether his Lordship intends to exclude naturalized aliens from the competitions for these appointments.

In such case it would seem expedient to add a few words expressing this intention to paragraph 1 of the Regulations, as it has been held, with reference to the Home Civil Service, that under a rule confining candidates to "natural-born British subjects," a naturalized alien is admissible by virtue of section 7 of the Act of 33 Vict. c. 14., which enacts that "an alien to whom a Certificate of Naturalization is granted "shall, in the United Kingdom, be entitled to all political and other "rights, powers, and privileges to which a natural-born British subject "is entitled."

The particular case which gives rise to this correspondence is, it may be remembered, that of an alien desirous apparently of being naturalized with the view of entering the Ceylon Civil Service.

In other respects the words proposed in your letter for paragraph 1 of the Regulations fully meet the views of this Board.

I have, &c.

The Under Secretary of State, Colonial Office, to the Secretary, Civil Service Commission.

SIR, 31st January 1884.

I AM directed by the Earl of Derby to acknowledge the receipt of your letter of the 29th ultimo, respecting the nationality of Candidates for Cadetships in the Eastern Colonies.

2. Upon reconsideration of the point raised in the correspondence, his Lordship has come to the conclusion that the same practice should be followed in regard to Cadetships in the Eastern Colonies as holds in regard to the Home Civil Service, and that if naturalized aliens are not definitely excluded from the latter, they should not be definitely excluded from the former.

It is proposed, therefore, to use the terms already suggested in the letter from this Department of the 18th of December, which are substantially the same as those used in announcing competitions for the Home Civil Service.

* * * *

* The paragraph previously stood as follows, viz.:—"The Cadets are selected by "open competitive examination held by the Civil Service Commissioners."

HOME OFFICE.

HOME OFFICE.

Promotion of a Lower Division Clerk to a Staff Appointment.

The Under Secretary of State, Home Office, to the Secretary, Civil Service Commission.

SIR, 22nd January 1884.

I AM directed by Secretary Sir William Vernon Harcourt to acquaint you, for the information of the Civil Service Commissioners, in accordance with the provisions of Clause 20 of the Order in Council of the 12th February 1876,* that Mr. A——, Clerk of the Lower Division in this Department, has been promoted to the post of Assistant Clerk in charge of Accounts at the Home Office.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 28th January 1884.

I am directed by the Civil Service Commissioners to enclose a copy of a letter which they have received from the Home Office, and to state that, being somewhat doubtful as to the scope and bearing of Clause 20 of the Order in Council of 12th February 1876, they would be glad to be favoured with the opinion of the Lords of the Treasury on the question, whether it was intended that the duty of the Commissioners under that clause should be limited to the purely ministerial act of publishing everything which might be notified to them in pursuance of it, and that they should not be responsible in any way for the regularity, in relation to the Order in Council of 4th June 1870, of the "appointments, promotions, and transfers" thus notified.

I have, &c.

The Secretary, Treasury, to the Civil Service Commissioners.

MY LORD AND GENTLEMEN, 4th February 1884.

IN reply to Mr. Mann's letter of the 28th January, the Lords Commissioners of Her Majesty's Treasury desire me to say that, in their opinion, your duty under Clause 20 of the Order in Council of 12th February 1876 is not simply ministerial. On the contrary, if the appointment, promotion, or transfer notified under that clause appear to you to be inconsistent with the provisions of any Order in Council, my Lords consider that you should draw the attention of the notifying Department, and, if necessary, of the Treasury, to the circumstance before publishing the appointment, &c. in the London Gazette.

As regards the particular appointment now in question, my Lords have approved of it as one of those Staff appointments, nowise confined to the Upper Division, to which they consider that clerks of the Lower Division are admissible.

There is no right of succession to this appointment, which is to be filled up by selection for merit, and which the Secretary of State might fill up from the outside if he saw fit to do so. In that case, an examination of the Candidate's qualifications, age, &c. might be neces-

* This clause runs as follows, viz.:—

20. "All appointments, promotions, and transfers from one office to another shall "be notified to the Civil Service Commissioners as they are made, and shall by them "be published together in the number of the London Gazette first issued in each "month."

HOME OFFICE.

Promotion of a Lower Division Clerk to a Staff Appointment.

sary; but my Lords do not consider it to be necessary in the case of a clerk who has been passed for the Lower Division. In the opinion of my Lords, however, Mr. A——— should have a new certificate, if you see no objection, under Clause 7 of the Order in Council of 4th June 1870, as for a new Office.

I have, &c.

The Secretary, Civil Service Commission, to the Under Secretary of State, Home Office.

SIR, 8th February 1884.

WITH reference to your letter of the 22nd ultimo, reporting, in accordance with the provisions of Clause 20 of the Order in Council of 12th February 1876, the promotion of Mr. A———, Clerk of the Lower Division in the Home Office, to the post of Assistant Clerk in charge of Accounts in that Office,

I am directed to enclose, for the information of the Secretary of State, copy of a letter,* from which it will appear that the Lords of the Treasury are of opinion, in which the Civil Service Commissioners concur, that the promotion in question is of the nature of a new appointment, for which, under the Order in Council of 4th June 1870, a certificate of qualification from this Board is necessary.

Their Lordships, it will be seen, have given their consent to the issue of such certificate under the special provisions of Clause 7 of that Order; and if, as the Commissioners presume to be the case, Sir W. Harcourt concurs in the expediency of applying this clause, they will be prepared to consider the question of exempting Mr. A——— wholly or partially from examination, on being informed what are the qualifications requisite for the post he is to occupy, and on being furnished with such evidence of his possessing these qualifications as your Department may be able to supply.

* * * * *

[A certificate of qualification was subsequently granted.]

IRISH LAND COMMISSION.

IRISH LAND COMMISSION.

Investigators of Tithe Rentcharge Liabilities.

The Secretary, Irish Land Commission, to the Secretary, Civil Service Commission.

SIR, 19th September 1884.

THE Irish Land Commissioners have obtained the sanction of the Lords of the Treasury to establish four offices in the Church Property Branch of the Land Commission, to be called *Investigatorships of Tithe Rentcharge Liabilities;* and, respecting the qualifications of persons to be appointed to fill these offices, Sir R. R. W. Lingen, in a letter of the 2nd instant, observes:—

"As regards the Investigators, my Lords are of opinion that, having regard to the age up to which they are eligible for appointment (50 years), examination may be dispensed with, if the Civil Service Commis-

* *i.e.*, the letter printed above, dated 4 February 1884.

IRISH LAND COMMISSION.

Investigators of Tithe Rentcharge Liabilities.

sioners, acting under Clause 7 of the said Order in Council, are willing to dispense with it; but my Lords are decidedly of opinion that Investigators ought to be required to hold certificates under that clause in order that their qualifications may be on record."

The Land Commissioners had suggested to the Lords of the Treasury that the Investigatorships should be added to Schedule B. of the Order in Council of the 4th June 1870, but their Lordships preferred, as appears from Sir Ralph Lingen's letter, that the situations should be dealt with under Clause 7 of that Order.

With the object of enabling the Civil Service Commissioners to observe the necessary preliminaries before issuing certificates to the persons nominated by the Land Commissioners, I am to state that a salary at the rate of 300*l.* a year will be paid to each Investigator, together with actual cost of locomotion, and a subsistence allowance when travelling on official business. The duration of the office is indefinite, and can be terminated by a month's notice; while any claim to compensation or superannuation allowance is expressly barred, and no prospect of promotion exists. Candidates must be over 21, and under 50 years of age.

In order that the Civil Service Commissioners may understand the nature of the duties to be discharged by an Investigator, and in this way infer what qualifications are requisite in a candidate, it will be necessary to enter into some details respecting tithe rentcharges.

Between the years 1823 and 1834, tithes, which had previously been levied in kind from the occupiers of land, were commuted into a composition or money payment in lieu of tithes, and an Applotment Book of Tithe Composition was then made in manuscript in each parish, not according to a carefully devised precedent for general adoption, but after whatever plan occurred to the varying intelligence of the parochial authorities in each case.

The amount of Tithe Composition to which each *tenant* in the parish became liable is stated in the Applotment Book, and the name (often, however, an obsolete denomination) of the lands comprised in the holding and the acreage are also entered in most books, but the name of the tenant's landlord is given in very few books. To add to the difficulty of now identifying the lands subject to tithe rentcharge with holdings in respect of which tenants paid tithe composition, the currency and measure in the Applotment Books are in many cases Irish, and in all cases Tithe Composition must be reduced by 25 per cent. to bring it to the amount of the statutory rentcharge now payable.

In the year 1838 an Act was passed converting the tithe composition payable by the tenant into a rentcharge charged on the landlord's interest in the lands, but neither then nor since that time were new Applotment Books made, setting out the lands in respect of which landlords became liable to pay tithe rentcharge. The Land Commissioners are now about to undertake the compiling of a charge or reference rental for all Ireland, to supply the want above referred to, and the Investigators in preparing such a rental must identify each tithe rentcharge with the particular lands in respect of which tenants between the years 1823 and 1838 were liable to pay tithe composition according to the Applotment Book. The old Applotment Books are the primary and indispensable evidence of the title of the Land Commission to tithe rentcharges, and it is necessary in suing for payment in a court of law that the amount (substantially) of the tithe rentcharge should be identified with the sums payable by certain tenants according to the Applotment Book. For the purpose of such identification, recourse must be had to sources of information external to this Department,

IRISH LAND COMMISSION.

Investigators of Tithe Rent-charge Liabilities.

from which the names of landlords and tenants may be ascertained, with the object of establishing a sequence of persons liable. The chief sources of information are the Tenement Valuation Books, taken in connexion with the Ordnance Survey Maps. After a careful comparison of these documents with the Applotment Book a man of intelligence rarely fails, when he conducts his inquiries in the neighbourhood of the lands, in establishing the title of the Commissioners to a particular rent-charge. The Land Commissioners do not speak on this subject without experience, for they have found it necessary in a great many isolated cases of disputed liability to detach members of their staff to make local inquiries of the kind.

The Civil Service Commissioners will gather from the foregoing remarks the nature of the work at which the Investigators will be employed, and in selecting persons to act in that capacity, the Land Commissioners sought for gentlemen of intelligence, industry, business-like habits, knowledge of the country, and high character.

With the consent of the Treasury, the Land Commissioners have transferred Mr. A———, their Agency Clerk (a situation added to Schedule B.), to the Investigating Staff pending a more urgent need of his services in the Land Sales Branch of the Commission.

For the remaining vacancies the Land Commissioners have nominated Mr. B———, Mr. C———, and Mr. D——— for the approval of his Excellency the Lord Lieutenant.

Mr. B——— is a graduate of Dublin University and an Irish barrister of 10 years' standing. He was employed as a Registrar to a Sub-Commission from the 1st December 1881 to the 31st July in the present year; and while he was so employed he gave complete satisfaction as regards intelligence, business-like habits, industry, and character.

Mr. C——— passed out of Sandhurst, and obtained a commission in the 44th regiment in July 1865. Since his retirement from the Army some years ago he served in the Land Commission as an Investigator under the Arrears of Rent Act, and he discharged the duties of that office with exceptional zeal and intelligence, and in all respects he gave complete satisfaction to the Land Commissioners.

Mr. D——— is a graduate of Dublin University and an Irish barrister of long standing. He was appointed by his Excellency the Lord Lieutenant to act as an Assistant Commissioner under the Land Law (Ireland) Act, 1881, and his term of office as such expired on the 31st July 1884.

The Land Commissioners now request that the Civil Service Commissioners will be good enough, with as little delay as possible, to take the steps necessary to enable them to certify, pursuant to Clause 7 of the Order in Council of the 4th June 1870, as to the age, character, and qualifications of the four gentlemen above named.*

I have, &c.

* Certificates were granted in favour of these four gentlemen.

TREASURY.

TREASURY.

Omission to obtain the proper certificate from the Civil Service Commissioners on appointment to the Civil Service.

The Secretary, Treasury, to the Civil Service Commissioners.

MY LORD AND GENTLEMEN, 30th August 1884.

I AM directed by the Commissioners of the Treasury to forward to you, for your information, the enclosed copies of the Superannuation Act, 1884,* and of a Treasury Minute dated July 1883, in pursuance of which this legislation was promoted by my Lords.

They direct me to request your special attention to the concluding paragraph of the Treasury Minute.

My Lords have full statutory power to give effect to that paragraph and they would feel it to be their duty to do so, should occasion arise.

The omissions to which the paragraph refers do not occur in the disposal of appointments by competition, which necessarily brings those who ought to obtain certificates from the Civil Service Commissioners into direct contact with them, as the first step in the official career. But such omissions have been frequent, and have occurred in quite recent years, with regard to appointments made by nomination, and specially in sub-departments which are not conducted at the head-quarters of the offices to which they severally belong. The local chiefs of such sub-departments are apt to overlook general rules of service, unless they are reminded of them from the head office; and my Lords have constantly found that appointments have been allowed to go forward with no effectual notice to these local chiefs that Civil Service Certificates were necessary, and with no care on their own part to inquire.

My Lords will look, after the nominee himself, to the officer to whom he first reported himself for service, as responsible for his holding the prescribed Certificate, or for his having been duly discharged of the obligation to obtain any. It will be for that officer to show whether any one else is to blame.

My Lords rely upon the heads of the public departments to co-operate with the Treasury in ensuring a complete observance of the law respecting Certificates in connexion with pensions.

I have, &c.

ENCLOSURE.

TREASURY MINUTE above referred to.

Treasury Chambers, Whitehall,
July 1883.

THE Superannuation Committee, acting under the Board's Minute of 30th May 1859, reports to my Lords that,

notwithstanding the Superannuation Act Amendment Act, 1873, which is general in its terms, and notwithstanding the Superannuation (Post Office and War Office) Act, 1876, which is confined to those two departments, and notwithstanding the Superannuation Act, 1881, which is confined to the Post Office and to the Office of Works, the object of all three Acts being the same, viz., to relieve members of the Permanent Civil Service of the State, who, through inadvertence on the part of the heads of their departments, and without fault of their own, had failed to apply, at the time of their appointment, to the Civil Service Commissioners for the certificates necessary to qualify them for superannuation on retirement;

and notwithstanding also the notices from the Treasury to the departments, calling special attention to the limited periods within which, for reasons of policy, those Acts were made operative;

* Not printed here.

TREASURY.

Omission to obtain the proper certificate from the Civil Service Commissioners on appointment to the Civil Service.

nevertheless, notices from time to time reach the Committee of civil servants, on behalf of whom application ought to have been, but was not, made to the Treasury for the benefit of the said Acts, whereby such civil servants have failed to obtain the relief intended, and are said to be in the same position of hardship as led to the passing of the said Acts in 1873, 1876, and 1881.

My Lords, having taken this report of the Superannuation Committee into consideration, are pleased to make the following observations, and to give the following directions, upon it.

They take notice that, since 19th April 1859, the date of the Act 22 Vict. c. 26., the heads of the public departments have had before them the clearest statutory notice, in the 17th section of that Act, "that "no person thereafter to be appointed should be deemed to have served "in the Permanent Civil Service of the State unless" (with certain exceptions not material to the present purpose) "he had been admitted into "the Civil Service with a certificate from the Civil Service Commissioners."

My Lords further notice that, in 1870, renewed attention was called to this provision by the Order in Council dated 4th June of that year, which (*inter alia*) prescribes that—

"no person (except* as may be excepted in Clause VII. of the same Order and in "the Schedule, marked B., annexed thereto) shall be employed in any Department "of the Civil Service until he has been reported by the Civil Service Commissioners "to be qualified to be admitted on probation thereto."

My Lords find that the effect of this latter prohibition has been that since 1870 the Comptroller and Auditor General no sooner finds a new name on the official Pay Lists than he asks for the corresponding certificate from the Civil Service Commissioners, or for proof that no such certificate was required, before he passes the charge under such name for salary or wages.

My Lords do not doubt that this action of the Comptroller and Auditor General will, in time, prove effectual in enforcing the orders of the legislature and of the Crown. Meanwhile, however, my Lords observe that no such action could be said to be effectually operative for the whole Civil Service before the Exchequer and Audit Departments Act, 1866, whereas irregular admissions may go back to 1859, and, unless they have been included under the relieving Acts of 1873, 1876, or 1881, may not come to light until it is time to think of the civil servant's retirement, when the Treasury, which has to award him his pension under the Superannuation Act, 1859, is obliged, pursuant to the 17th section of it, to call for his certificate, or for the reason why he is not required to produce one.

The Superannuation Committee represents strongly to the Board that such cases occasion the gravest embarrassment to them in the discharge of their duties, and that they are subjected to the greatest pressure, whenever such cases occur, to find administrative means of relieving the uncertificated officers from the loss of their pensions. It is obviously idle to be examining old, perhaps retiring, officers to prove their fitness for admission. This difficulty, it is frequently urged, may be surmounted by the aid of Clause VII., already referred to, of the Order in Council of 4th June 1870. The Superannuation Committee, however, calls the careful attention of the Board to the terms of this clause, which (*inter alia*) enables the Civil Service Commissioners,

"in case the chief of the department and the Lords of the Treasury shall consider "that either for the purpose of facilitating transfers from the redundant list, *or for "other reason*, it would be for the public interest that examination should be wholly "or partially dispensed with, to dispense with examination wholly or partially, and

* Clause VII. admits certain modifications in the terms on which certificates on admission may be granted; Schedule B. exempts the holders of certain situations from the necessity of obtaining certificates on admission altogether, but it thereby excludes them from pensions on retirement, unless they are within the savings made by the sections 4 and 17 of the Superannuation Act, 1859, none of which savings are in question for the purposes of this Minute. Clause VII. is referred to again in a later part of this Minute.

TREASURY.

Omission to obtain the proper certificate from the Civil Service Commissioners on appointment to the Civil Service.

"to grant their certificate of qualification upon evidence satisfactory to them that "the candidate possesses the requisite knowledge and ability, and is duly qualified in "respect of age, health, and character" (for his situation).

The Committee points out that the words in italic of this extract, which are mainly relied upon in the cases now under review, must be construed as an "*et cetera*" germane to the expressed purposes of the context, whereas whatever certificate is granted under such circumstances must, to be of any service, operate retrospectively, which is inconsistent alike with the rest of the Order in Council and with the Superannuation Act, 1859. Indeed, the effect of any such certificates, if they came to be frequent, could only be to supersede the *initial* test of qualification, and to make *service* the only test. But nothing can be clearer than the declaration of the Superannuation Act, 1859, that pensions shall depend upon *both* tests (see sections 8 and 17), and the whole purport of the Order in Council of 4th June 1870 is to define and strengthen the test of *qualification for admission*.

The Committee further submits to the Board that, for these reasons, relief from the consequences of failing to obtain certificates of qualification at the proper time has hitherto been held to require application to Parliament, and they add that, in their opinion, relief could not be granted on any easier terms without gravely compromising the rules regarding qualification for admission which, since 1855, the date of establishing the Civil Service Commission, it has been the object of successive Governments to confirm. They feel convinced that no dispensing power could be satisfactorily limited or exercised.

My Lords concur in these views, but, at the same time, they feel that repeated recurrence to Parliament for relieving Acts which have to be justified on the plea of "inadvertence," "irregularity," and "mistake" on the part of the public departments, is prejudicial to the character of the Civil Service, and ought not to be allowed to become periodical.

They are pleased, therefore, to direct that the Parliamentary Counsel be instructed to prepare a Bill,* to be introduced in the present session, which shall not be limited to expire at any particular future date, but shall be confined to cases of irregular admission occurring before the date of it.

My Lords are unwilling to anticipate that any further cases demanding relief, beyond such cases as the proposed Bill covers, will arise; but should that anticipation be again disappointed, as it has been after each of the occasions when the relieving Acts of 1873, 1876, and 1881 were passed, my Lords can hold out no expectation either of their promoting fresh legislation, or straining the terms of the Order in Council, in order to give relief; and they desire to add that, were it proved in any such case, to their satisfaction, that some superior officer in the irregularly admitted officer's department had been seriously to blame, they would advert to the fact, whenever his own case for a pension came before them, pursuant to their powers under the Superannuation Act, 1859, secs. 2 and 9.

OFFICE OF WORKS.

OFFICE OF WORKS.

Employment of foreigners in Kew Gardens.

The Assistant Director, Kew Gardens, to the Secretary, Civil Service Commission.

SIR, 14th June 1884.

I AM desired by Sir Joseph Hooker to inform you that he is authorised by the Office of Works to bring under your notice a copy of the letter which I addressed on his behalf to the Treasury on May 30 last, together with an extract† from the reply of Sir R. Lingen.

* *See* "Superannuation Act, 1884."

† Not printed here.

OFFICE OF WORKS.

Employment of foreigners in Kew Gardens.

You will observe that, owing to the general regulations applicable to competitive appointments in the Civil Service, foreigners are not, as was formerly the case with great advantage to this establishment, capable of seeking employment in our minor scientific posts.

The scale of pay of these posts is undoubtedly low, and it frequently happens that amongst the foreigners of whom it is, as explained in my letter, a tradition to employ a certain number in the Royal Gardens, much more suitable persons could be found to fill them than it is ever likely will be obtained amongst natural-born subjects by open competition.

June 16th being the last day fixed by your Commissioners for receiving the names of candidates for the approaching competition for the post of Assistant in the Herbarium, Sir Joseph Hooker cannot press further the case of A—— B——, whom he would have been very glad to secure permanently.

Supposing the difficulty cannot be met in any other way, Sir Joseph Hooker wishes to inquire whether your Commissioners would not be disposed to recommend that the posts in the Herbarium should *all* be nomination appointments, in which case he understands there are many precedents for the employment of foreigners.

I am, &c.

ENCLOSURE 1.

The Assistant Director, Kew Gardens, to Sir W. B. Gurdon.

Royal Gardens, Kew,
30th May 1884.

SIR,

* * * *

Owing to the close relation which long existed between this establishment and the Hanoverian branch of the Royal family before the Royal Gardens were adopted as a public institution there has always been a kind of accepted tradition that places should be reserved upon the gardening staff for a few Germans (and latterly Danes). Such foreigners are not received without exceptional recommendations, and are often nominated by Royal personages abroad. Sir Joseph Hooker, in fact, believes that the arrangement is well known in Germany, and the privilege very highly appreciated.

* * * *

These foreigners then are picked men, of much better education and training than members of the gardening class in England.

* * * *

In some branches of the service of the Crown outside England the question is never raised. Sir Joseph Hooker has recently nominated a Dane to the important post of Curator of the Botanic Garden, Calcutta. The Secretary of State for India in Council accepted the nomination, and the man, being of very competent capacity, gives his superior officer the greatest satisfaction.

I am, &c.
(Signed) W. T. THISELTON DYER.

Sir W. B. Gurdon, K.C.M.G., C.B.,
Treasury.

OFFICE OF WORKS.

Employment of foreigners in Kew Gardens.

The Secretary, Civil Service Commission, to the Director, Royal Gardens, Kew.

SIR, 23rd June 1884.

WITH reference to Mr. Dyer's letter (with enclosures) of the 14th instant inquiring whether, under the circumstances therein stated, the Civil Service Commissioners would be disposed to recommend that posts in the Herbarium at Kew Gardens should be made nomination appointments,

I am directed to acquaint you that, as will be seen on reference to Clause 8 of the Order in Council of the 4th June 1870, the Civil Service Commissioners have not themselves any voice in determining questions relating to the withdrawal of situations from Schedule A. of the Order, such questions being left to be dealt with by the Chief Authorities of the Department with the concurrence of the Lords of the Treasury.

As, however, in the present case the opinion of the Civil Service Commissioners is invited, I am to state that, considering the peculiar character of the situations of Assistant in the Herbarium and in the Museum at Kew Gardens, the Commissioners would see no objection to these situations being gazetted out of Schedule A.

I have, &c.

From the Assistant Director, Royal Gardens, Kew, to the Secretary, Civil Service Commission.

SIR, 28th June 1884.

I AM desired by Sir Joseph Hooker to acknowledge the receipt of your letter of 23rd June.

I am to express to you his thanks for the consideration which the Civil Service Commissioners have been pleased to give to the question which he desired me to bring under their notice, with the approval of the Office of Works.

Sir Joseph Hooker will forward your letter to the First Commissioner for such action as he may be pleased to take.

I have, &c.

The Secretary, Office of Works, to the Secretary, Civil Service Commission.

SIR, 2nd October 1884.

THE Director of the Royal Gardens, Kew, having submitted to the Board his recent correspondence with you respecting the employment of foreigners at Kew, I am directed by the First Commissioner of Her Majesty's Works, &c. to acquaint you, for the information of the Civil Service Commissioners, that on reconsideration of all the circumstances it is deemed to be inadvisable to disturb the arrangement whereby Assistants in the Herbarium are appointed under Schedule A. of the Order in Council of 4th June 1870 after open competition.

OFFICE OF WORKS.

Employment of foreigners in Kew Gardens.

It is, however, considered most desirable that any foreigner, not otherwise ineligible, should be allowed to compete—with the understanding that, should he be successful, he should be required to become naturalized before his appointment could be finally approved.

From Sir Ralph Lingen's letter of 7th of June last, copy of which is enclosed herewith,* it would appear that the Lords Commissioners of Her Majesty's Treasury are not unwilling to sanction the removal in the case of Kew Gardens of the restriction on the admission of foreigners, if the precedent be not extended. Before, however, again communicating with their Lordships on the matter, the Board will be glad to learn whether your Commissioners have any objection to the change herein suggested.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 22nd October 1884.

I AM directed to enclose, for the information of the Lords of the Treasury, copy of a letter† which the Civil Service Commissioners have received from the First Commissioner of Her Majesty's Works, &c. respecting the proposal, which has already been before their Lordships, for admitting foreigners to examination for the situation of Assistant in the Herbarium at Kew.

From your letter of the 7th June to the Office of Works, the Commissioners learn that their Lordships are not averse to this proposal if the exception, which would thus be made to the ordinary rule, could be confined to situations so peculiar as those in Kew Gardens, though they would take a different view should this Board think the precedent must, if admitted at all, go further.

As their Lordships are aware, the situation is at present included in Schedule A. of the Order in Council of the 4th June 1870, and the examinations for it are therefore governed by the "General Regulations"‡ by which (par. 3.) eligibility for examination is limited to "natural-born subjects of Her Majesty."

This provision was, it may be remembered, introduced by this Board in concert with their Lordships when the Order in Council of 1870 established for certain specified departments (including the Office of Works, &c.) the system of open competition. It was doubtless then felt that without a provision of this kind these departments would be exposed to risks from which other departments, having the power of nominating to vacancies, were, by that fact, sufficiently protected. Moreover, a precedent for such a rule had already been laid down in the Regulations for the Civil Service of India, which in accordance with section 32 of the Act for the Better Government of India (21 & 22 Vict. c. 106.) excluded aliens from the open competitions for that service.

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* Not printed here.

† *i.e.*, the letter of 2nd October printed above.

‡ The following is the paragraph referred to:—"These examinations are open, "under such general restrictions as may be laid down, to all natural-born subjects "of Her Majesty, being of the requisite age, health, and character."

OFFICE OF WORKS.

In the view of this Board the provision is one which it is desirable to maintain, as the general rule, and they infer from the terms of your letter above quoted that their Lordships are of the same opinion.

Employment of foreigners in Kew Gardens.

In the special case, however, of the situation at Kew, the Commissioners do not themselves see any objection to an exception being made, nor do they apprehend any difficulty in preventing the example from being unduly followed.

Should their Lordships take the same view on this point, the simplest way of making the exception would, no doubt, be to withdraw the situation from Schedule A. This step would not, as their Lordships are aware, be inconsistent with the maintenance of open competition, which the First Commissioner of Works considers it undesirable to abandon.

The competitions would then, like those in some branches of the Post Office, not be subject to the General Regulations, but to such rules, special to the particular appointment, as might be settled between this Department and the Office of Works with the approval of their Lordships; and from these rules all mention of the nationality of candidates might be omitted.

It will be observed that the letter from the Office of Works contains a suggestion that any foreigner not otherwise ineligible should be allowed to compete with the understanding that should he be successful he should be required to become naturalized before his appointment could be finally approved. As a residence, however, of five years in this country appears (see sect. 7 of 33 Vict. c. 14.) to be a necessary preliminary to naturalization, the Commissioners think it probable that such a stipulation would often exclude a person whose admission is desired; while it may be questioned whether mere naturalization would give any additional security in the case of an appointment in other respects of doubtful expediency.

As the question of withdrawing situations from Schedule A. of the Order in Council of 4th June 1870 is peculiarly one for their Lordships, the Commissioners have thought it right to address them before replying to the letter under consideration, and they will be glad to be favoured with their Lordships' views on the subject.

I have, &c.

From the Secretary, Civil Service Commission, to the Secretary, Office of Works.

SIR, 30th October 1884.

WITH reference to your letter of the 2nd instant, respecting the nationality of candidates for the situation of Assistant in the Herbarium at Kew, I am directed to acquaint you, for the information of the First Commissioner of Her Majesty's Works, that the Civil Service Commissioners have thought it desirable to communicate with the Lords of the Treasury as to the proposal therein contained. They hope, however, soon to be in a position to state to the First Commissioner their views on the subject.

I have, &c.

From the Secretary, Office of Works, to the Secretary, Civil Service Commission.

OFFICE OF WORKS.

Employment of foreigners in Kew Gardens.

SIR, 20th November 1884.

ADVERTING to your letter of the 30th ultimo, and to previous correspondence respecting the employment of foreigners at Kew Gardens, I am directed by the First Commissioner of Her Majesty's Works, &c. to acquaint you, for the information of the Civil Service Commissioners, that the Lords Commissioners of Her Majesty's Treasury have now informed this Board that they approve of the course suggested in your letter to them of the 22nd ultimo, and are prepared to confirm whatever arrangements for "limited competition" for posts in the Gardens may be agreed upon between your Commissioners and this Department.

I am accordingly to suggest that the situation of Assistant in the Herbarium be withdrawn from Schedule A. of the Order in Council of 4th June 1870; that any vacancy be advertised in the customary manner; that intending competitors in the first instance send in their names to this Department; that they be then tested at Kew as regards their preliminary training; and that, as a result of this test, a limited number, say six, be nominated by the First Commissioner for competitive examination by your Department.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Office of Works.

SIR, 25th November 1884.

I AM directed to acknowledge the receipt of your letter of the 20th instant, further on the subject of the admission of foreigners to examination for situations in Kew Gardens.

In reply, I am to acquaint you, for the information of the First Commissioner of Her Majesty's Works, &c., that the plan suggested appears to the Civil Service Commissioners to be well adapted to the special circumstances of the case. They will understand that the issue of advertisements and all other proceedings preliminary to the nomination of candidates will be undertaken independently by your Department, and that this Board will have no function to discharge until the names of nominees are received at this office.

The immediate step now to be taken appears to be the formal withdrawal from Schedule A., by notice in the "London Gazette," of the situation to which your letter refers, viz., "Assistant in the Herbarium at Kew." This step is one to be taken by your Department in concurrence with the Lords of the Treasury.

After learning the such withdrawal has been effected, the Civil Service Commissioners will be prepared at any time to receive the names and to arrange for the examination of any candidates who may be presented to them.

I have, &c.

OFFICE OF WORKS.

The Secretary, Office of Works, to the Secretary, Civil Service Commission.

Employment of foreigners in Kew Gardens.

SIR, 5th January 1885.

WITH reference to your letter of the 25th of November last, I am directed by the First Commissioner of Her Majesty's Works, &c. to acquaint you, for the information of the Civil Service Commissioners, that by a notice in the "London Gazette" of the 26th ultimo the situation of Assistant in the Kew Gardens Herbarium has been withdrawn from Schedule A. of the Order in Council of the 4th of June 1870.

I have, &c.

CORRESPONDENCE

RELATING TO

NAVAL EXAMINATIONS.

NAVAL EXAMINATIONS.

NAVAL EXAMINATIONS.

Examination of Naval Officers in modern foreign languages.

The Secretary, Admiralty, to the Secretary, Civil Service Commission.

SIR, 10th May 1884.

MY Lords Commissioners of the Admiralty having had under their consideration the desirability of encouraging officers of the Royal Navy to acquire a fair amount of proficiency in certain foreign languages, propose to allow officers to proceed to the Continent for three months to improve their colloquial knowledge of such languages, granting them full pay for the time on the following conditions, viz.:—

(*a*) that they prove, by examination before starting, themselves to be possessed of a certain amount of grammatical knowledge of the language selected,

(*b*) that on return to England it appears by examination that they have made satisfactory progress while abroad in learning to speak and to readily understand the language when spoken.

2. The languages which my Lords propose to select for special study in this manner are French, Spanish, German, and Italian. The amount of knowledge they would require from officers would, under this scheme, be less than that required to obtain Certificates under the Regulations in force in regard to Examinations for Interpreterships in the Navy, with which it is not proposed to interfere.

3. My Lords desire me to ask whether the Civil Service Commissioners can undertake the Examinations in question; and, if so, in what manner and at what times it would be most convenient for such Examinations to be held.

4. I am also to ask whether candidates would be required to pay any fee, observing that no pecuniary advantage will accrue to any officer beyond obtaining the difference between full and half pay for the time he is abroad, and this only on the assumption that he would be unemployed if he remained at home.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Admiralty.

SIR, 30th May 1884.

IN reply to your letter of the 10th instant on the subject of the examination of officers of the Royal Navy who may be allowed to proceed to the Continent for three months on full pay to improve their colloquial knowledge of certain foreign languages, I am directed by the Civil Service Commissioners to acquaint you, for the information of the Lords Commissioners of the Admiralty, that they will readily undertake to examine these officers as proposed, before and after they go abroad, in any of the languages specified in your letter, and would be prepared to examine each month, on a day which may be fixed by arrangement with your Department, any candidates of whose nomination they may receive a week's notice.

NAVAL EXAMINATIONS.

As regards the last paragraph of your letter, I am to state that the Civil Service Commissioners do not consider any fee would be required in these cases.

I have, &c.

Examination of Naval Officers in modern foreign languages.

The Secretary, Admiralty, to the Secretary, Civil Service Commission.

SIR, 3rd January 1885.

WITH reference to your letter of the 30th May last, stating the willingness of the Civil Service Commissioners to undertake the examination of Naval Officers under arrangements intended to improve their colloquial knowledge of foreign languages, I am commanded by my Lords Commissioners of the Admiralty to forward herewith six copies of an Admiralty Circular, No. 39, of 9th December last, on this subject.

As regards the statement in your letter above quoted, that the Commissioners would be prepared to examine each month, on a day to be fixed by arrangement, I am to inform you, for the information of the Commissioners, that it is not probable that a monthly examination will be required, and that, as the time when such examinations will commence is doubtful, a further communication will be made as soon as an officer is required to be examined.

I have, &c.

ENCLOSURE.

ADMIRALTY,
9th December 1884.

(*Foreign Languages.*)

MY Lords Commissioners of the Admiralty, having regard to the desirability of encouraging Officers to acquire a colloquial knowledge of Foreign Languages, are pleased to lay down the following Regulations, viz.:—

1. The marks assigned for French at the Examination of Acting Sub-Lieutenants at the Royal Naval College, Greenwich, will be raised from 100 to 200; the total qualifying number for each class, and the minimum number required to be obtained at the College to qualify for a Lieutenant's Commission under Circular No. 1, N., of 1st February 1884, being increased. This rule is to take effect at the first Examination in 1885, and will, therefore, apply to the Acting Sub-Lieutenants who joined the College in June 1884.

2. Commissioned Officers of the Military Branch, and other Officers now eligible for Examination for Interpreter in European Languages, will be allowed, if the requirements of the Service admit, to proceed to the Continent for three months for the purpose of improving their colloquial knowledge of the French, German, Spanish, or Italian Languages.

3. Before being allowed to avail himself of this privilege, an Officer will be required either to satisfy the Civil Service Commissioners that he possesses an adequate grammatical knowledge of the Language which he has selected, or, if he has studied the Language at the Royal Naval College, to obtain a Certificate to the same effect from the College Examiner.

4. On return to England, the Officer will be examined by the Civil Service Commissioners as to his colloquial knowledge, both as regards speaking and readiness in interpreting the Language which he has studied.

NAVAL EXAMINATIONS

Examination of Naval Officers in modern foreign languages.

5. If able to pass a satisfactory examination, he will be allowed full pay and harbour time for the three months of study abroad, but he will not receive any allowance for victuals, nor any other allowance in addition to full pay.

6. The privilege of study abroad will not be granted to any Officer more than once for the same Language.

7. The Regulations contained in paragraphs 2 to 6 are provisional only, and the question of their continuance will be considered after 12 months' experience of their working.

CORRESPONDENCE

RELATING TO

THE CIVIL SERVICE OF INDIA.

CIVIL SERVICE OF INDIA.

CIVIL SERVICE OF INDIA.

Prizes offered at the final examination of candidates selected in 1882.

The Director of Examinations, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 4th January 1884.

REFERRING to the last paragraph of Sir Louis Mallet's letter of the 18th April 1882,*

I am directed to submit, for the consideration of the Secretary of State for India in Council, the enclosed schedule showing the prizes which the Civil Service Commissioners would propose to offer at the Final Examination in July next of the candidates selected for the Civil Service of India in 1882.

The Commissioners do not anticipate that any candidate will take up Arabic.

I have, &c.

ENCLOSURE.

Schedule showing the prizes proposed to be offered at the Final Examination of candidates selected for the Civil Service of India in June, 1882:—

	£
Law, one prize of	60
Sanskrit ,,	45
Burmese ,,	40
Bengali ,,	40
Tamil ,,	40
Hindi ,,	40
Marathi ,,	40
Persian ,,	30
Political Economy, one prize of	30
History and Geography of India, one prize of	30
Natural Science, one prize of	25
Hindustani, one prize of	25
Telugu, one prize of	25
Gujerati, one prize of	15
Hindustani (for candidates assigned to Madras), one prize of	15

*** In the event of any prize not being awarded, the amount thus unexpended to be applied to increasing *pro rata* the prizes that are awarded.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 6th February 1884.

I AM directed by the Secretary of State for India to acknowledge the receipt of Mr. Poste's letter of the 4th ultimo, submitting a list of prizes which the Civil Service Commissioners propose to offer at the Final Examination of the candidates selected in 1882 for the Indian Civil Service.

In reply, I am desired to state that the Earl of Kimberley sanctions the proposed Schedule of Prizes, it being understood that, as intimated in Viscount Enfield's letter, dated the 26th of January 1882,† the prize for Gujarathi will be open to Bombay candidates only, and the special Hindustani prize of 15*l.* will be open to Madras candidates only.

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* Printed at page 649 of the Appendix to the 27th Report.

† Printed at pp. 645–47 of the Appendix to the 27th Report.

CIVIL SERVICE OF INDIA.

Prizes offered at the final examination of candidates selected in 1882.

Lord Kimberley observes that the experiment made last year of adding the amount of unawarded prizes to that of the prizes actually awarded resulted in the latter being increased by a sum of no less than 140*l.* He is, however, of opinion that this application of the surplus moneys is not based on any sound principle, nor serves any very useful purpose. The chief object of offering prizes is of course to encourage study; and it appears to his Lordship in Council that this object is not really promoted by increasing the value of certain prizes after the examinations have been held, in the event of any other prizes not having been awarded. It seems rather to his Lordship in Council that the prizes awarded should be the definite sums originally offered, and that disappointment and discontent are likely to be caused by an arrangement which leaves the amount to be actually given uncertain and fluctuating. Lord Kimberley, therefore, does not propose to authorise the system adopted last year as to the application of the surplus accruing from prizes unawarded.

I am, &c.

The Director of Examinations, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 15th February 1884.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 6th instant, in which you state that the Secretary of State for India in Council, while sanctioning in other respects the Schedule of Prizes proposed in my letter of the 4th January, does not approve of the surplus accruing from prizes unawarded being applied to increasing *pro rata* the prizes that are awarded; and I am to acquaint you, for the information of the Earl of Kimberley, that the Commissioners will arrange the prize list for the examination in question in accordance with his Lordship's wishes, as conveyed to them in your letter. They direct me to observe that, as will be seen on reference to the last paragraph of their letter of the 1st March 1882,* the system was adopted by his Lordship when submitted to him in their letter of the 1st January 1883,† as an alternative to another scheme which they preferred, and which would not have been open to similar objections.

I have, &c.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 25th June 1884.

Bonus of 150*l.* to be granted upon certain conditions to selected candidates.

THE Civil Service Commissioners are aware that the Secretary of State for India in Council has, from time to time, complied with applications made to him by selected candidates for the Civil Service of India for permission to remain in this country a third year (after passing their Final Examination, and obtaining their Certificates from the Civil Service Commissioners) in order to take a University degree.

In order to encourage candidates to avail themselves fully of the advantages of a University education, his Lordship has resolved in Council to grant a bonus of 150*l.* to any of these young men who, after passing their Final Probational Examination, shall, with the consent of

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* Printed at page 648 of the Appendix to the 27th Report.

† Printed at page 681 of the Appendix to the 27th Report.

CIVIL SERVICE OF INDIA.

Bonus of 150*l.* to be granted upon certain conditions to selected candidates.

the College in which they are resident, remain at a University for a third year, and pass the examination qualifying them for a degree in Honours. The proposed bonus will be payable subject to the production of Certificates of residence and conduct similar to those now given by the University authorities; and subject also to the proviso that the candidate shall proceed to India and report his arrival there not later than the close of the fourth December after his selection.

Lord Kimberley will be much obliged if the Civil Service Commissioners will notify this concession to all selected candidates now at Oxford and Cambridge.

I am to add that the same privilege will be attached to a third year's residence at any other University which is able to confer an advantage of the same nature as a degree in Honours at the Universities above mentioned, and where that advantage cannot be obtained without such prolongation of residence.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 1st July 1884.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 25th June, stating that the Secretary of State for India in Council has resolved to grant, subject to certain conditions, a bonus of 150*l.* to any of the selected candidates for the Civil Service of India who, after passing their Final Examination, shall remain at a University for a third year and pass the Examination qualifying them for a degree in Honours.

I am to acquaint you, for Lord Kimberley's information, that the Commissioners cannot avoid entertaining grave doubts as to the influence this arrangement may have on the amount of application bestowed by the selected candidates, during their two years of probation, on their special studies; but, as his Lordship has decided to adopt it, they will in compliance with his request send the intimation contained in your letter to all selected candidates now resident at Oxford or Cambridge. With reference to the last paragraph of your letter, I am to inquire whether Lord Kimberley desires that any announcement should be made to candidates passing their probation elsewhere than at one of the above Universities.

I have, &c.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 30th July 1884.

I AM directed by the Secretary of State for India in Council to acknowledge the receipt of Mr. Poste's letter of the 1st instant with reference to those selected candidates for the Civil Service of India who may desire to remain a third year in this country in order to take a University degree in Honours.

2. The Earl of Kimberley regrets to find that the Civil Service Commissioners entertain grave doubts as to the influence this arrangement may have on the amount of application bestowed by the candidates on their special studies. It will be in the recollection of the Commissioners that in their correspondence with this Office, noted

below,* they have themselves repeatedly advocated the extension of the probationary period from two to three years in order (*inter alia*) that the candidates might obtain a B.A. degree at the Universities; and Lord Kimberley trusts that the condition of passing an examination for a degree in Honours, which is now to be imposed upon candidates claiming the additional payment for the third year's residence, will not seriously interfere with their preparation for the Periodical and Final Examinations.

CIVIL SERVICE OF INDIA.

Bonus of 150*l.* to be granted upon certain conditions to selected candidates.

Inasmuch, however, as this measure is tentative and experimental only, Lord Kimberley will be much obliged if the Commissioners will observe whether it produces any such effect as they apprehend, and will inform him of the results of their observation. His Lordship does not think it necessary that any announcement on the subject should be made for the present to candidates passing their probation elsewhere than at the Universities of Oxford and Cambridge.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 12th August 1884.

HAVING laid before the Civil Service Commissioners your letter of the 30th ultimo, I am directed to request that you will explain to the Secretary of State for India that the apprehension expressed in my letter of 1st ultimo was based on the fact that the additional year of University residence, instead of forming part of the probationary period, as they proposed, is to follow after the completion of the special training of the candidate, and to be spent in studying for academical Honours. It is natural to fear that under this plan many of the candidates, and especially the more able and ambitious of them, will be tempted to devote as much as possible of their time during the two years of probation to preparation for the coming struggle for University distinction, not aiming at more than the minimum of competence in their special studies; but the Commissioners will be glad if experience proves that this fear is ungrounded.

Another and more obvious danger is that a good part of the knowledge acquired during the two years of probation may be lost during a third year, especially if devoted entirely to the study of other subjects; but the Commissioners forbear to dwell on this point, as it lies beyond the sphere of their action and their responsibility.

The foregoing remark would of course be inapplicable if the Honour Examination at the end of the third year were made to embrace the subjects which Indian civilians are specially required to study, or the most important of those subjects; but the Commissioners do not understand that any arrangement of this kind has been made.

I have, &c.

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* Viz., letters from the Civil Service Commission, dated 12th February 1877, 12th May 1877, 16th January 1882, 11th August 1882, and 30th April 1883, and printed respectively at pp. 625 and 632 of the Appendix to the 21st Report, at pp. 642 and 653 of the Appendix to the 27th Report, and at p. 45 of the Appendix to the 28th Report.

CIVIL SERVICE OF INDIA.

Bonus of 150*l.* to be granted upon certain conditions to selected candidates.

The Director of Examinations, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 16th July 1884.

I AM directed by the Civil Service Commission to transmit, for the information of the Secretary of State for India in Council, the enclosed list,* showing the names of the candidates who obtained the first 38 places at the recent open competition for the Civil Service of India.

This list is, on the present occasion, sent in duplicate, as was promised in my letter of the 5th March last,† in order that if Lord Kimberley thinks it desirable a copy may be forwarded to the Dean of Christ Church, Oxford.

I am at the same time to inquire whether his Lordship desires any communication respecting the additional bonus attached (on certain conditions) to a third year's residence at a University to be made to the gentlemen whose names are now given.

I have, &c.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 7th August 1884.

I AM directed by the Secretary of State for India in Council to acknowledge the receipt of Mr. Poste's letter of the 16th ultimo, transmitting a list of the candidates who obtained the first 38 places at the recent open competition for the Civil Service of India.

In reply to the inquiry made in Mr. Poste's letter, I am directed to state that, although the Earl of Kimberley does not wish any communication to be made at present to selected candidates passing their probation elsewhere than at Oxford and Cambridge respecting the conditional grant of the bonus of 150*l.*, his Lordship thinks it desirable that the candidates selected in 1884 should be informed of the arrangement which has been made.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 11th August 1884.

WITH reference to your letter of the 7th instant, and to previous correspondence respecting the proposed conditional grant of a bonus of 150*l.* to selected candidates, I am directed by the Civil Service Commissioners to acquaint you, for the information of the Secretary of State for India in Council, that if his Lordship will cause them to be furnished with the precise terms of the communication which he desires to have made to all the candidates selected in 1884, the Commissioners will be happy to transmit it to all such candidates.

I have, &c.

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* Not printed.

† Printed at page 50 of the Appendix to the 28th Report.

CIVIL SERVICE OF INDIA.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 28th August 1884.

Bonus of 150*l.* to be granted upon certain conditions to selected candidates.

I AM directed by the Secretary of State for India in Council to acknowledge the receipt of Mr. Poste's letter of the 11th instant, requesting that the Civil Service Commissioners may be furnished with the precise terms of the communication which should be made to the selected candidates of 1884 respecting the proposed conditional grant of a bonus of 150*l.* to those candidates who may be permitted to remain a third year in this country for the purpose of taking a degree.

In reply, I am to state that in the opinion of the Earl of Kimberley the communication should be made in the terms of the general announcement on the subject which, as you have been informed in my letter of this day's date,* his Lordship would wish to have inserted in the regulations.

I am, &c.

The Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 28th August 1884.

I AM directed by the Secretary of State for India in Council to acknowledge the receipt of Mr. Humphreys' letter of the 19th ultimo,† submitting a draft of regulations for the open competition, to be held in 1885, for the purpose of selecting candidates for the Civil Service of India.

In reply, I am to request that you will inform the Civil Service Commissioners that the Earl of Kimberley approves the draft, and with reference to the inquiry whether in the announcements any statement should appear regarding the conditional grant of the bonus of 150*l.*, I am to say that Lord Kimberley thinks that an announcement should be made to the following effect:—

Selected candidates desiring to remain in this country an additional year after the completion of their two years' probation for the purpose of taking a degree at one of the Universities above mentioned should apply to the Secretary of State for India for permission to do so. Besides the allowances above mentioned, a bonus of 150*l.* will, as a temporary and experimental measure, be paid to any candidate who, having obtained permission to remain an additional year, passes an examination qualifying for a degree in Honours at Oxford or Cambridge. This privilege will be hereafter extended to any other of the Universities above referred to, at which an academical distinction is obtained which, in the opinion of the Secretary of State, corresponds to a degree in Honours at Oxford or Cambridge, and to obtain which the additional year's residence in this country is necessary.

* * * *

I have, &c.

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* Printed below. † Not printed.

CIVIL SERVICE OF INDIA.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

Substitution of Hindustani for Hindi as a compulsory language.

SIR, 23rd July 1884.

WITH reference to the correspondence ending with Sir Louis Mallet's letter dated the 18th April 1882,* relating to the Oriental languages to be studied by candidates selected for the Civil Service of India, I am directed to state, for the information of the Civil Service Commissioners, that the Earl of Kimberley has received a Despatch from the Government of India recommending the substitution of Hindustani for Hindi as the compulsory language for candidates selected for service in Upper India, *i.e.*, North West Provinces and Oudh, Punjab and Central Provinces.

As this change is urged by the Governments of the North West Provinces and the Punjab, and is supported by the Government of India, Lord Kimberley is prepared to adopt it; and I am to request that the Civil Service Commissioners will be good enough to favour his Lordship with their opinion as to the best means of giving effect to this alteration.

After the adoption of this change, Hindustani will become an obligatory language, and Hindi an optional subject to be encouraged by marks and prizes.

I am, &c.

The Director of Examinations, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 25th July 1884.

HAVING laid before the Civil Service Commissioners your letter of the 23rd instant respecting the substitution of Hindustani for Hindi as the compulsory language for Probationers assigned to Upper India,

I am directed to acquaint you, for the information of the Earl of Kimberley, that in their opinion the change may be readily effected by a modification of the instructions issued to the Probationers; and, as they understand that it is the wish of his Lordship that the change should be introduced as soon as possible, the Commissioners are taking measures to modify accordingly the instructions issued to the recently selected Probationers.

I have, &c.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 7th August 1884.

I AM directed by the Secretary of State for India in Council to acknowledge the receipt of Mr. Poste's letter of the 25th ultimo, and, in reply, to state that the Earl of Kimberley approves the application to the candidates, recently selected for the Civil Service of India and assigned to Upper India, of the new rule requiring them to study Hindustani as a compulsory language in lieu of Hindi, which will now be regarded as an optional subject of examination.

I have, &c.

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* Printed at page 648 of the Appendix to the 27th Report.

STATISTICS.

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TABLE A.—Showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1884, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given. After Open Competition or Open Selection. Under Scheme I.	For Lower Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
TOTALS OF ALL THE DEPARTMENTS.	21,621	4,611	948	15,069	993	1,755	58	108	39	140	951	3,161	1,939	6,448	1,084	28	153	775	3,364	84	1,534
PRELIMINARY EXAMINATIONS FOR OPEN COMPETITIONS:—																					
Class I.	86	–	–	86	–	10	–	–	–	–	–	43	33	–	–	–	–	–	–	–	–
Lower Division	1,472	–	–	1,472	–	133	–	–	–	–	–	816	523	–	–	–	–	–	–	–	–
Colonial Office:—Eastern Cadets	12	–	–	12	–	1	–	–	–	–	–	3	8	–	–	–	–	–	–	–	–
Patent Office:—Assistant Examiner.	127	–	–	127	–	24	–	–	–	–	–	45	58	–	–	–	–	–	–	–	–
Post Office:—Female Clerks	1,480	–	–	1,480	–	133	–	–	–	–	–	839	508	–	–	–	–	–	–	–	–
Do. Female Sorters	313	–	–	313	–	60	–	–	–	–	–	170	83	–	–	–	–	–	–	–	–
Register House Departments, Edinburgh:—Clerks.	11	–	–	11	–	3	–	–	–	–	–	1	7	–	–	–	–	–	–	–	–
Stationery Office:—Extra Assistant Examiner of Binding.	25	–	–	25	–	6	–	–	–	–	–	14	5	–	–	–	–	–	–	–	–
Works, Office of:—Assistant Superintendent of Furniture.	34	–	–	34	–	13	–	–	–	–	–	11	10	–	–	–	–	–	–	–	–
Do. Assistant to Surveyors.	10	–	–	10	–	3	–	–	–	–	–	4	3	–	–	–	–	–	–	–	–

OPEN COMPETITIONS UNDER SCHEME I.	76	-	-	76	-	14	-	-	-	-	-	-	-	27	-	28*	-	-	-	-	7
LOWER DIVISION:—																						
Open Competitions for Men Clerkships, Second Class Clerkships in the India Office.	1,987	-	-	1,987	-	340	1	2	2	-	-	-	-	1,509	-	-	127†	-	-	-	6
Competitions of Boy Clerks for Men Clerkships (under Clause XI. of the Order in Council of 12 Feb. 1876).	76	-	-	76	-	4	-	-	-	-	-	-	-	55	-	-	17	-	-	-	-
Open Competitions for Boy Clerkships.	588	-	-	588	-	-	-	1	-	-	-	-	-	-	-	-	9	-	-	-	578
TEMPORARY COPYISTS:—																						
Men - - - - -	172	-	-	-	172	3	-	-	-	-	72	-	-	-	-	-	-	96	-	-	1
Boys - - - - -	733	-	-	-	733	17	-	1	3	-	545	-	-	-	-	-	-	167	-	-	-
TEMPORARY MESSENGERS:—																						
Men - - - - -	40	-	-	-	40	1	-	-	-	-	2	-	-	-	-	-	-	32	-	-	5
Boys - - - - -	48	-	-	-	48	5	3	-	-	-	-	-	-	-	-	-	-	40	-	-	-
ADMIRALTY:—																						
Clerks, New Higher Division -	3	-	-	3	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-
Draughtsmen in the Hydrographical Department.	2	-	-	2	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-
Pensioner Messengers - -	18	18	-	-	-	3	1	1	-	2	-	-	-	-	-	-	-	-	10	-	1
OBSERVATORY, DEPTFORD:—																						
Compass Examiner - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
NAVAL HOSPITALS:—																						
Gardener - - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Attendant - - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Steward - - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Attendant on Lunatics - -	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
OTHER NAVAL ESTABLISHMENTS, INCLUDING DOCKYARDS:—																						
French Instructor on board H.M.S. "Britannia."	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Natural Science Instructor do.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Instructor in Mathematics, Royal Naval College, Greenwich.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Demonstrator in Chemistry do.	1	1	-	-	-	-	-	-	-	10	-	-	-	86	-	-	-	-	6	-	4
Dockyard Writers:—Men -	125	1	124	-	-	19	-	-	-	4	10	-	-	-	-	-	-	-	3	-	12
Do. Pensioners -	35	35	-	-	-	5	1	-	-	-	-	-	-	28	-	-	-	-	3	-	1
Do. Professional	39	-	39	-	-	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	3
Do. Rigger -	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	3
Do. Boys -	22	22	-	-	-	2	1	-	-	-	8	-	-	-	-	-	-	-	2	-	-
Dockyards, Timekeeper - -	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
Do. Assistant Surgery Attendant.	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Artificers - - - - -	308	308	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	305	-	1
Artificers for Promotion - -	97	-	97	-	-	14	-	-	-	1	-	-	-	-	82	-	-	-	-	-	-

* These candidates are accounted for also under the titles of the offices to which they were assigned, but they are only included once in the general total.
† Of this number two are also accounted for as Second Class Clerks in the India Office, but are only included once in the general total.

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1884, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given.				Yet to appear, or still under Consideration.
																After Open Competition or Open Selection.				
																Under Scheme I.	For Lower Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
ADMIRALTY—*cont.*																					
OTHER NAVAL ESTABLISHMENTS, INCLUDING DOCKYARDS—*cont.*																					
Engineer Students	170	8	–	162	–	12	–	7	–	1	2	–	–	120	28	–	–	–	–	–	–
Dockyard Apprentices	430	–	–	430	–	4	–	–	1	–	–	–	–	296	129	–	–	–	–	–	–
Victualling Yard Apprentices	5	5	–	–	–	–	–	–	–	–	3	–	–	–	2	–	–	–	–	–	–
Lewes Naval Prison, Assistant Warders.	5	5	–	–	–	1	–	1	–	–	2	–	–	–	–	–	–	–	1	–	–
BANKRUPTCY COURT (IRELAND):—																					
Junior Clerk	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
BRITISH MUSEUM:—																					
Assistants	15	1	14	–	–	1	–	–	–	–	1	–	–	4	–	–	–	–	1	1	3
Attendants	13	13	–	–	–	1	–	–	–	–	1	–	–	–	–	–	–	–	8	3	–
Boy Attendants	14	14	–	–	–	1	1	–	–	–	1	–	–	–	–	–	–	–	10	–	1
BROADMOOR CRIMINAL LUNATIC ASYLUM:—																					
Female Attendants	4	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	1	–
Assistant Attendants	13	13	–	–	–	1	–	3	–	–	–	–	–	–	–	–	–	–	9	–	–
CHANCERY OFFICE (SCOTLAND), OFFICE OF DIRECTOR OF:—																					
First Clerk	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Temporary Clerk	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
CHELSEA HOSPITAL:—																					
Nurses	11	11	–	–	–	1	–	2	1	–	1	–	–	–	–	–	–	–	4	–	2
CHIEF SECRETARY'S OFFICE (IRELAND):—																					
Clerks	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–

COLLECTOR GENERAL OF RATES OFFICE (DUBLIN):—																					
Junior Clerks	4	-	4	-	-	-	-	-	-	1	-	-	-	2	-	-	-	-	1	-	-
COLONIAL OFFICE:—																					
Eastern Cadets	17	-	-	17	-	4	-	-	-	-	-	-	-	11	-	-	-	2	-	-	-
COMMONS, HOUSE OF:—																					
Examiner of Petitions for Private Bills and Taxing Officer.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Clerk	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
DEPARTMENT OF SERGEANT-AT-ARMS:—																					
Extra Messengers	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
CONSTABULARY (IRELAND):—																					
Cadets	44	1	43	-	-	9	-	-	-	1	-	-	-	20	-	-	-	-	3	-	11
Constables for Promotion to Head Constable.	1	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
COUNTY SURVEYORS (IRELAND)	20	-	-	20	-	3	-	-	-	-	-	-	-	14	-	-	-	3	-	-	-
CUSTOMS:—																					
Examining Officers	6	6	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	-	-	2	-
Clerk, Lower Division	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Boatmen, Watermen, and Watchmen.	201	201	-	-	-	3	10	7	2	25	-	-	-	-	-	-	-	-	99	-	56
Pensioner Boatmen	35	35	-	-	-	-	1	9	-	5	-	-	-	-	-	-	-	-	20	-	-
Messenger	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
House Porter, Dublin	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Boy Messengers	30	30	-	-	-	1	-	1	1	1	3	-	-	-	-	-	-	-	23	-	-
DEEDS, REGISTRY OF (IRELAND):—																					
Porters	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
DUNDRUM CENTRAL CRIMINAL LUNATIC ASYLUM:—																					
Attendants	3	3	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-
ECCLESIASTICAL COMMISSION:—																					
Superintendent of Office Repairs, &c.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
EDUCATION DEPARTMENT:—																					
Sub-Inspectors of Schools	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-
Inspector's Assistants	16	16	-	-	-	1	-	-	-	-	4	-	-	-	-	-	-	-	11	-	-
(NATIONAL) EDUCATION OFFICE (IRELAND):—																					
Boy Messengers	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
FISHERY BOARD (SCOTLAND):—																					
Fishery Officer	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1884, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons																
															For whom Certificates were given.						
															After Open Competition or Open Selection.						
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of Age.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	Under Scheme I.	For Lower Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
FOREIGN OFFICE:—																						
Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerk (Treaty Department)	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
DIPLOMATIC SERVICE:—																						
Attachés	16	1	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Do. and Clerks for Examination in Public Law.	11	11	-	-	-	3	-	-	-	-	-	-	-	10	8	-	-	-	6	-	5	
CONSULAR SERVICE:—																						
Consuls	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Vice-Consuls	5	5	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	2	
Consular Assistants for Examination in Law.	2	2	-	-	-	-	-	-	-	1	-	-	-	-	2	-	-	-	2	-	-	
Student Interpreters	46	-	-	46	-	5	-	-	-	-	-	-	-	35	-	-	-	6	-	-	-	
Fourth Clerk in Consulate, Constantinople.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Constables at Consulates	4	4	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	1	-	1	
HIGH COURT OF JUSTICE (ENGLAND):—																						
Clerks	7	7	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	5	1	
Clerk, Crown Office	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Assistant Superintendent on the Staff of the Superintendent, New Law Courts.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Porter (Probate Division)	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
HIGH COURT OF JUSTICE (IRELAND):—																						
Clerks	184	2	-	182	-	57	-	-	-	-	-	-	-	123	-	-	-	2	2	-	-	

HOME OFFICE:—																							
Clerks	2	–	–	2	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	1	–	–	–
Assistant Clerk in Charge of Accounts.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Inspector of Factories and Workshops.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
INDIA, CIVIL SERVICE:—																							
Open Competition of June 1884	195	–	–	195	–	10	–	1	–	–	–	–	–	146	38	–	–	–	–	–	–	–	–
Periodical Examinations of Selected Candidates.	119	–	–	119	–	–	–	–	–	–	–	–	–	–	79	–	–	–	–	–	–	40	–
Final Examination of Selected Candidates.	40	–	–	40	–	–	–	–	–	–	4	–	–	–	–	–	–	36	–	–	–	–	–
INDIA FOREST SERVICE:—																							
Candidates for Entry	20	–	20	–	–	1	–	3	–	–	–	–	–	12	4	–	–	–	–	–	–	–	–
INDIA OFFICE:—																							
Clerk in Correspondence Branch	1	–	–	1	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Second Class Clerks	2	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–	–
Messengers	2	2	–	–	–	–	–	–	–	–	–	–	–	–	4	4	–	–	2	–	–	–	–
INLAND REVENUE:—																							
Clerk in Solicitor's Office, London	18	–	–	18	–	7	–	–	–	–	–	–	–	10	–	–	–	1	–	–	12	12	–
Assistant Surveyors of Taxes	85	–	55	30	–	6	–	–	–	3	–	–	–	52	–	–	–	–	–	–	–	–	–
Assistants of Excise	49	–	–	49	–	5	–	1	1	–	–	–	–	–	–	–	–	42	–	–	–	–	–
Messengers (London and Edinburgh).	5	5	–	–	–	–	–	–	–	1	1	–	–	–	–	–	–	–	–	–	–	–	–
Warehouseman	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–
Stamper	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Preventive Man (Scotland)	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
IRISH LAND COMMISSION:—																							
Clerks	17	–	17	–	–	–	–	–	–	1	–	–	–	14	–	–	–	–	2	–	–	–	–
Investigators of Tithe Rentcharge Liabilities, Church Property Branch.	4	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Temporary Solicitor's Clerk	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
KILMAINHAM HOSPITAL:—																							
Nurse	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
LAND OFFICE (ENGLAND):—																							
Temporary Assistant Survey Department.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
LOCAL GOVERNMENT BOARD (ENGLAND):—																							
Clerks	8	–	–	8	–	–	–	–	–	–	–	–	–	–	–	8	–	–	–	–	–	–	–
LOCAL GOVERNMENT BOARD (IRELAND):—																							
Clerks	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1884, and the manner in which the cases decided in the same period have been disposed of.

| DEPARTMENT AND CLASS OF SITUATION. | Number of Cases dealt with. | | | | Number of Persons | | | |

MILITARY ENTRANCE EXAMINATIONS—*cont.*																				
LIEUTENANTS OF MILITIA:—																				
Examined for Commissions in the Army.	143	143	-	-	-	20	-	-	-	-	14	40	10	-	59	-	-	-	-	-
MALTA FENCIBLE ARTILLERY:—																				
Candidates for entry - -	12	-	12	-	-	-	-	-	-	-	-	-	-	11	1	-	-	-	-	-
MILITARY PRISONS' DEPARTMENT:—																				
Warder - - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Assistant Warder - -	7	7	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	6	-
Night Watchman - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
MINT:—																				
Artificers, &c. - - -	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
Boy Workmen - - -	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	-
MELBOURNE BRANCH:—																				
Assistant Assayer - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
SYDNEY BRANCH:—																				
Clerk - - - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
NATIONAL GALLERY (ENGLAND):—																				
Assistant Porter - - -	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
NATIONAL GALLERY (IRELAND):—																				
Porter - - - - -	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
NAVY:—																				
Naval Cadets - - -	213	-	213	-	-	3	-	17	-	8	-	-	-	101	84	-	-	-	-	-
Assistant Clerks - - -	107	-	107	-	-	2	-	5	-	6	-	-	-	85	9	-	-	-	-	-
Naval Interpreters - -	4	4	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	-	-	-
Naval Instructors - - -	18	18	-	-	-	-	-	-	-	2	8	-	-	-	7	-	-	-	-	1
PATENT OFFICE:—																				
Assistant Examiners - -	153	6	-	147	-	14	-	-	-	-	-	-	-	107	-	-	-	18	-	6
Clerk, New Higher Division -	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Sorter of Designs - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Messenger - - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
PAY OFFICE OF SUPREME COURT OF JUDICATURE:—																				
Clerk in Common Law Branch -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1884, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of Age.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given. After Open Competition or Open Selection. Under Scheme I.	For Lower Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
POST OFFICE: —																					
Clerks, Secretary's Office	5	–	–	5	–	–	–	–	–	–	–	–	–	–	–	5	–	–	–	–	–
Technical Officers (Engineer-in-Chief's Department).	8	–	8	–	–	–	–	–	–	–	–	–	–	7	–	–	–	–	1	–	–
Clerks in the Chief Offices of the Metropolitan Sorting Offices.	59	–	59	–	–	11	–	–	–	–	–	–	–	42	–	–	–	–	6	–	–
Clerks in the Confidential Enquiry Branch.	44	13	31	–	–	1	–	–	–	1	–	–	–	17	–	–	–	–	25	–	–
Female Clerks	863	–	–	863	–	81	–	1	–	–	–	–	–	700	–	–	–	76	–	–	5
Female Returners	7	–	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	18	–	7
Skilled Telegraphists (Male)	22	22	–	–	–	1	–	–	–	–	3	–	–	–	–	–	–	–	24	–	1
Do. (Female)	35	35	–	–	–	–	–	1	–	–	7	–	–	–	–	–	–	–	–	–	–
Male Telegraph Learners (London and Dublin).	798	–	–	798	–	92	–	10	–	–	–	–	–	475	–	–	–	121	–	2	100
Female Telegraph Learners (London and Dublin).	1,722	–	–	1,722	–	188	1	6	–	–	–	–	–	1,401	–	–	–	92	–	–	34
Female Sorters	96	–	–	96	–	1	–	1	–	–	–	–	–	82	–	–	–	11	–	–	1
Second Class Sorters (Dublin and Edinburgh).	163	–	7	156	–	37	–	–	–	–	–	–	–	108	–	–	–	15	–	–	3
Postmasters and Postmistresses (including Sub-Postmaster).	12	12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	11	–	1
Sorting Clerks and Telegraph Learners (Provincial), (Male).	575	575	–	–	–	–	–	1	1	–	46	–	–	–	–	–	–	–	511	–	16
Do. do. (Female)	115	115	–	–	–	–	–	–	–	1	4	–	–	–	–	–	–	–	104	–	6
Skilled Linemen	11	11	–	–	–	–	–	–	–	–	2	–	–	–	–	–	–	–	9	–	1
Linemen	6	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	5	–	1
Mechanics	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Postmen (London)	291	291	–	–	–	5	1	5	–	–	22	–	–	–	–	–	–	–	240	–	18
Do. (other than London)	1,165	1,165	–	–	–	3	3	2	9	11	41	–	–	–	–	–	–	–	1,066	–	23
Postwoman	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Porters	58	58	–	–	–	1	1	1	–	–	13	–	–	–	–	–	–	–	41	–	1
Boys (including Boy Sorters)	172	172	–	–	–	3	1	5	–	1	17	–	–	–	–	–	–	–	127	–	19

PRISONS DEPARTMENT (ENGLAND):—																							
Clerks	36	4	32	–	–	7	–	–	–	–	–	–	–	19	–	–	–	–	10	–	–		
Clerk of Works	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–		
Schoolmasters	3	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–		
Compounder	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–		
Engineer	1	1	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–		
Steward's and Manufacturer's Porters.	4	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	–	–		
Subordinate Officers, Division I.	397	397	–	–	–	39	17	–	3	8	28	–	–	–	–	–	–	–	301	–	1		
Ditto Division II.	35	35	–	–	–	6	–	–	–	1	–	–	–	–	–	–	–	–	28	–	–		
Assistant Matrons	74	74	–	–	–	5	4	–	–	1	3	–	–	–	–	–	–	–	59	–	2		
PRISONS DEPARTMENT (SCOTLAND):—																							
Clerks	2	2	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	1	–	–		
Warders	45	45	–	–	–	–	–	1	4	5	8	–	–	–	–	–	–	–	25	–	2		
Female Warders	9	9	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	7	–	1		
PRISONS SERVICE (IRELAND):—																							
Clerk	5	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	1	–		
Steward and Clerk	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–		
Warders	168	168	–	–	–	16	3	10	5	22	31	–	–	–	–	–	–	–	67	–	14		
Assistant Matrons	19	19	–	–	–	2	2	–	–	3	2	–	–	–	–	–	–	–	9	–	1		
PUBLIC RECORD OFFICE (IRELAND):—																							
Clerk	1	–	–	1	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–		
PUBLIC WORKS OFFICE (IRELAND):—																							
Clerk of Works	10	–	–	10	–	4	–	–	1	–	–	–	–	4	–	–	–	1	–	–	–		
Assistant Surveyor of Buildings	5	–	–	5	–	–	–	–	–	–	–	–	–	4	–	–	–	1	–	–	–		
Park Constable (St. Stephen's Green, Dublin).	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–		
Boy Messenger	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–		
QUEEN'S COLLEGE (BELFAST):—																							
Porter	1	1	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–		
RECORD OFFICE (ENGLAND):—																							
Workmen	3	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	1		
REGISTER HOUSE DEPARTMENTS (EDINBURGH):—																							
Clerks	12	–	–	12	–	1	–	–	–	–	–	–	–	7	–	–	–	4	–	–	–		
Porter	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–		
REGISTRAR GENERAL'S OFFICE (ENGLAND):—																							
Porters	3	3	–	–	–	1	–	–	–	–	1	–	–	–	–	–	–	–	1	–	–		
Assistant Porter	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–		

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1884, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given. After Open Competition or Open Selection. Under Scheme I.	For Lower Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
REGISTRAR GENERAL'S OFFICE (IRELAND):—																					
Third Class Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
REGISTRAR GENERAL'S OFFICE (SCOTLAND):—																					
Porter	1	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
ROYAL PARKS AND GARDENS:—																					
Gatekeeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
SCIENCE AND ART DEPARTMENT:—																					
Assistant Director for Science	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Keeper, South Kensington Museum.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Inspector of Schools of Science and Art.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Assistant Keeper, Art Branch	3	-	3	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	1	-
Temporary Assistant Geologist on the Geological Survey.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Attendants, South Kensington	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-
Do. Dublin Museum	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Technical Assistant, Dublin Museum.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Boy Attendants (South Kensington).	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-
Do. (Dublin College of Science).	2	2	-	-			-	-	-	-	-	-	-	-	-	-	-	-	1	-	1

SEAMEN'S REGISTRY OFFICE:—																					
Lithographers	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
SESSION, COURT OF, SCOTLAND:—																					
Doorkeeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
STATIONERY OFFICE:—																					
Clerks	17	-	-	17	-	4	-	-	-	-	-	-	-	12	-	-	-	1	-	-	-
Extra Assistant Examiner of Binding.	6	-	-	6	-	1	-	-	-	-	-	-	-	4	-	-	-	1	-	-	-
TEMPORARY COMMISSIONS:—																					
Clerks	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-
TRADE, BOARD OF:—																					
Official Receivers in Bankruptcy	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-
Assistant Official Receivers in Bankruptcy.	4	4	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	3	-
Clerks, *Upper Division*	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-
Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Third Class Engineer Surveyor	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Draughtsmen to Load Line Committee.	2	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Firelighter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Lightkeeper, Bahamas	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MERCANTILE MARINE OFFICES:—																					
Deputy Superintendents	2	2	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-
Temporary Clerks	10	10	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-	-	-	-	-
Boy Clerks	26	5	21	-	-	3	-	-	-	3	1	-	-	10	9	-	-	-	-	-	-
TREASURY:—																					
Clerks	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	1	-
Assistant Accountant	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Clerks in Solicitor's Office	18	1	-	17	-	4	-	-	-	-	-	-	-	12	-	-	-	1	-	1	-
VALUATION OFFICE (IRELAND):—																					
Assistant Surveyor and Valuer	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
WAR OFFICE:—																					
Clerks, New Higher Division	7	2	-	5	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	1	1
Messengers	5	5	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	4	-	-
Matron in Lock Hospitals	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1884, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	b. Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given.					Not to appear, or still under Consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
																Under Scheme I.	For Lower Division.	Under Special Regulations.			
WORKS, OFFICE OF:—																					
Assistant to Surveyor	9	1		8		1								5							
Assistant in Kew Herbarium	15			15			1							10							
Assistant Superintendent of Furniture.	11			11										9							
Superintendent of Victoria and Greenwich Parks, and Bethnal Green Museum Grounds.	1	1															1	2			
Attendant, Kew Gardens Museum	1	1																	1		
Park Constables	19	19				1	1	1	3										14	1	1

TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year from January 1 to December 31, 1884.

(i.)—OPEN COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
OPEN COMPETITIONS UNDER SCHEME I.	1	19	58	8	50	27	23*
OPEN COMPETITIONS FOR MEN CLERKSHIPS, LOWER DIVISION, AND FOR SECOND CLASS CLERKSHIPS IN THE INDIA OFFICE.	3	133	1,987	345	1,642	1,509	133†
COMPETITIONS OF BOY CLERKS FOR MEN CLERKSHIPS OF THE LOWER DIVISION, under the Provisions of Clause XI. of the Order in Council of 12 February 1876.	3	17	76	4	72	55	17
ADMIRALTY:—							
Draughtsman in Hydrographical Department.	1	1	2	—	2	1	1
Engineer Students	1	25	162	17	145	120	25
Dockyard Apprentices	1	129	430	5	425	296	129
COLONIAL OFFICE:—							
Eastern Cadets	1	2	17	4	13	11	2
COUNTY SURVEYORS (IRELAND).	1	3	20	3	17	14	3
FOREIGN OFFICE:—							
Student Interpretors	1	6	46	5	41	35	6
HIGH COURT OF JUSTICE (IRELAND):							
Clerk	1	2	182	57	125	123	2
INDIA CIVIL SERVICE:—							
Open Competition for Entrance.	1	38	195	11	184	146	38
Selected Candidates, Periodical Examinations.	—	—	79	—	79	—	79
Selected Candidates, Final Examination.	—	—	40	—	40	4	36
INLAND REVENUE:—							
Clerk, Solicitor's Office, London.	1	1	18	7	11	10	1
Assistant Surveyor of Taxes	1	9	25	2	23	14	9‡

* Five of these declined the appointment offered to them.
† For six of these no certificates had been granted up to the 31st December 1884.
‡ For two of these no certificates had been granted up to the 31st December 1884.

TABLE B (i).—OPEN COMPETITIONS—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
MILITARY ENTRANCE EXAMINATIONS:—							
ROYAL MILITARY ACADEMY, WOOLWICH:—							
Candidates for entry	2	95	311	38	273	178	95
ROYAL MILITARY COLLEGE, SANDHURST:—							
Ordinary Candidates for entry, including those eligible for West India Regiments only.	2	255	881	58	823	568	255
University Candidates for entry.	2	24	65	5	60	36	24
PATENT OFFICE:—							
Assistant Examiners	3	26	147	14	133	107	26*
POST OFFICE:—							
Male Telegraph Learners (London and Dublin).	2	140	701	86	615	475	140†
Second Class Sorters (Dublin and Edinburgh).	2	11	150	37	113	102	11‡
Female Clerks	2	80	862	82	780	700	80§
Female Sorters	1	12	96	2	94	82	12‖
Female Telegraph Learners (London and Dublin).	2	53	1,635	181	1,454	1,401	53¶
PUBLIC WORKS OFFICE (IRELAND):—							
Clerk of Works	1	1	10	5	5	4	1
Assistant Surveyor of Buildings.	1	1	5	—	5	4	1
REGISTER HOUSE DEPARTMENTS (EDINBURGH):—							
Clerks	2	4	12	1	11	7	4
STATIONERY OFFICE:—							
Clerks	1	1	17	4	13	12	1
Extra Assistant Examiner of Binding.	1	1	6	1	5	4	1
TREASURY:—							
Clerks in Solicitor's Office	1	1	17	4	13	12	1
WORKS, OFFICE OF:—							
Assistant to Surveyors	1	2	8	1	7	5	2
Assistant in Kew Herbarium	1	1	15	4	11	10	1
Assistant to Superintendent of Furniture.	1	2	11	—	11	9	2

* For eight of these no certificates had been granted up to the 31st December 1884.
† For 100 of these no certificates had been granted up to the 31st December 1884.
‡ For three of these no certificate had been granted up to the 31st December 1884.
§ For five of these no certificates had been granted up to the 31st December 1884.
‖ For one of these no certificate had been granted up to the 31st December 1884.
¶ For 34 of these no certificates had been granted up to the 31st December 1884.

TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year from January 1 to December 31, 1884—*continued*.

(ii.)—LIMITED COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
ADMIRALTY:—							
Dockyard Writers	1	5	118	27	91	86	5*
Dockyard Professional Writers	2	5	39	6	33	28	4†
Artificers for Promotion	—	—	97	15	82	—	82
BRITISH MUSEUM:—							
Assistants	1	1	6	1	5	4	1
COLLECTOR GENERAL OF RATES OFFICE (DUBLIN):—							
Junior Clerk	1	1	4	1	3	2	1
CONSTABULARY, ROYAL IRISH:—							
Cadet	1	2	32	10	22	20	2
Constables for Promotion	1	1	1	—	1	—	1
FOREIGN OFFICE:—							
Attachés	2	5	15	—	15	10	5
INDIA FOREST SERVICE:—							
Officers	1	4	20	4	16	12	4
INLAND REVENUE:—							
Assistant Surveyor of Taxes	1	10	55	7	48	38	10‡
IRISH LAND COMMISSION:—							
Clerks	1	2	17	1	16	14	2
MALTA FENCIBLE ARTILLERY:—							
Candidates for Entry	1	1	12	—	12	11	1
METROPOLITAN POLICE, COMMISSIONER'S OFFICE:—							
Clerks	3	4	16	4	12	8	4§
Constables, &c. for Promotion	—	—	140	3	137	15	122
NAVY:—							
Naval Cadets	2	84	213	28	185	101	84
Assistant Clerks	2	9	107	13	94	85	9
POST OFFICE:—							
Technical Officer, Engineer in Chief's Department.	1	1	8	—	8	7	1
Clerks in the Chief Offices of the Metropolitan Sorting Offices.	1	6	59	11	48	42	6
Clerks in Confidential Enquiry Branch.	1	12	31	2	29	17	12
Second Class Sorter, Dublin	1	1	7	—	7	6	1
PRISONS DEPARTMENT (ENGLAND):—							
Clerks	1	7	32	6	26	19	7
SCIENCE AND ART DEPARTMENT:—							
Assistant Keeper (Art Branch)	1	1	3	—	3	2	1
TRADE, BOARD OF:—							
Boy Clerks in Mercantile Marine Offices.	2	5	21	6	15	10	5

* For two of these no certificates had been granted up to the 31st December 1884.
† In addition to these one candidate was rejected on the ground of his health being unsatisfactory, and for one candidate no certificate had been granted up to the 31st December 1884.
‡ For these candidates no certificates had been granted up to the 31st December 1884.
§ For one of these no certificate had been granted up to the 31st December 1884.

The following Competitions were in progress on 31st December 1884, but had not been finally disposed of.

Department, &c.	Number of Competitions.	Number of Situations to be competed for.	Number of Competitors.
OPEN COMPETITION FOR BOY CLERKSHIPS, LOWER DIVISION.	1*	37	578
BRITISH MUSEUM:—			
Assistants - - - - - -	2	2	
CONSTABULARY, ROYAL IRISH:—			
Cadets - - - - - -	1	3	11
INDIA CIVIL SERVICE:—			
Selected Candidates, Periodical Examination.	1*	—	40
MILITARY ENTRANCE EXAMINATIONS:—			
Ordinary Candidates for entry - -	1*	112	431
University Candidates for entry - -	1*	12	32
POST OFFICE:—			
Female Returners - - - - -	1	3	7

* These were Open Competitions.

Table C.—Comparative Statement of the Cases dealt with under the Order in Council of 4th June 1870 during the years 1883 and 1884.

	1883.	1884.
Candidates who were passed and certificated -	5,425	4,357
„ who were rejected on literary examination -	1,172	889
„ who were ineligible in respect of age -	57	58
„ who were ineligible in respect of health -	122	75
„ who were ineligible in respect of character	63	37
„ who were unsuccessful in competition -	9,121	4,981
„ who passed preliminary test examinations	1,060	1,238
„ who failed in preliminary test examinations	1,805	1,946
„ who did not proceed to examination -	2,484	1,535
	21,309	15,116

TABLE D.—STATEMENT of COMPETITIONS, OPEN AND LIMITED, held in 1883 and 1884.

DESCRIPTION OF COMPETITION.	Number of Competitions held.		Candidates entered for Competition.		Vacancies.	
	1883.	1884.	1883.	1884.	1883.	1884.
Under the Order in Council of June 4th, 1870—						
†Under Scheme I.	2	1	141	58	22	—
‡Men Clerkships, Lower Division, and Second Class Clerkships, India Office	3	3	1,829	2,063	232	150
†Boy Clerkships, Lower Division	3	1	1,333	588	235	37
†Admiralty:—Draughtsmen at Out-Ports †Office of Works:—Assistants to Surveyors	—	1	—	8	—	2
†Inland Revenue:— †Treasury:— Clerks in Solicitors' Departments	1	2	13	35	1	2
†Admiralty:—Junior Assistant, Cape of Good Hope Observatory	1	—	1	—	1	—
†Admiralty:—Assistant, Nautical Almanac Office	1	—	7	—	1	
†Admiralty:—Draughtsman, Hydrographical Department	—	1	—	2	—	1
†Admiralty:—Accountant Clerk at Out-Ports	1	—	8	—	2	—
Admiralty:—Dockyard Writers	1	3	26	157	‡	9
British Museum:—Assistants	2	1	16	6	4	1
†Customs:—Out-door Officers	2	—	1,746	—	100	—
Foreign Office:—Attachés	1	2	7	15	2	5
†Foreign Office:—Student Interpreters	1	1	43	46	4	6
†High Court of Justice, Ireland:—Clerks	1	—	182	—	2	—
†Inland Revenue:—Clerk, Solicitor's Office, London	1	1	13	18	1	1
†Inland Revenue:—Clerk, Solicitor's Office, Edinburgh	1	—	7	—	1	—
Inland Revenue:—Assistant Surveyors of Taxes	2	2	55	80	24	19
†Inland Revenue:—Assistants of Excise	2	—	2,399	—	108	—
Irish Land Commission:—Clerks	1	1	5	17	1	2
Métropolitan Police Commissioners' Office:—Clerks	—	3	—	16	—	4
†Patent Office:—Assistant Examiners	1	2	43	104	6	24
Post Office:—Technical Officers, Engineer-in-Chief's Department	—	1	—	8	—	1
Post Office:—Clerks in the Confidential Enquiry Branch	—	1	—	31	—	12
Post Office:—Clerks in the chief offices of the Metropolitan Sorting Offices	—	1	—	59	—	6
†Post Office:—Female Clerks	1	2	353	862	60	80
Post Office:—Female Returners	1	—	14	—	3	—
†Post Office:—Telegraph Learners { Male	4	2	588	701	241	140
†Post Office:—Telegraph Learners { Female	2	2	1,848	1,635	160	53
†Post Office:—Sorters { Male	3	2	238	157	29	12
†Post Office:—Sorters { Female	1	1	82	96	20	12

† Competitions marked thus (†) were open competitions.
‡ The number of vacancies in these cases was not stated.

Description of Competition.	Number of Competitions held.		Candidates entered for Competition.		Vacancies.	
	1883.	1884.	1883.	1884.	1883.	1884.
Prisons Department, England:—Clerks in Prisons	—	1	—	32	—	7
†Prisons Department, Scotland:—Clerk of Works	1	—	19	—	1	—
†Public Works Office, Ireland:—Clerk of Works	—	1	—	10	—	1
†Public Works Office, Ireland:—Assistant Surveyor of Buildings	—	1	—	5	—	1
†Public Works Office, Ireland:—Assistant to Furniture Clerk	1	—	10	—	1	—
†Public Works Office, Ireland:—Drawing Clerk, Land Law Branch	1	—	4	—	1	—
†Register House Departments, Edinburgh:—Clerks	3	2	16	12	7	4
†Science and Art Department:—Assistant Naturalist, Dublin Museum	1	—	2	—	1	—
Science and Art Department:—Assistant Keeper, Art Branch	—	1	—	3	—	1
†Stationery Office:—Clerks	1	1	9	17	2	1
†Stationery Office:—Extra Assistant Examiner of Binding	—	1	—	6	—	1
†Treasury:—Clerk, Solicitor's Office	—	1	—	17	—	1
†War Office:—Assistant Surveyors, Royal Engineer Department	1	—	14	—	6	—
†Works, Office of:—Assistant to Surveyor	1	1	3	8	1	2
†Works, Office of:—Assistant to Superintendent of Furniture	—	1	—	11	—	2
†Works, Office of:—Assistant in Kew Herbarium	—	1	—	15	—	1
Not under the above-mentioned Order—						
†Admiralty:—Apprentices in H.M. Dockyards	1	1	348	430	118	129
Admiralty:—Engineer Students and Students in Naval Construction	1	1	212	162	20	25
Collector General of Rates Office, Dublin:—Clerk	—	1	—	4	—	1
†Colonial Office:—Eastern Cadets	1	1	12	17	4	2
†County Surveyors, Ireland	2	1	19	20	2	3
Customs:—Examining Officers	1	—	425	—	‡	—
Gibraltar Civil Establishment:—Clerks	1	—	22	—	‡	—
†India Civil Service	1	1	157	195	40	38
India Forest Service	1	—	20	—	4	—
Inspectors of National Schools (Ireland)	3	—	20	—	4	—
Inspectors of Mines	1	—	2	—	1	—
Mercantile Marine Offices:—Boy Clerks	1	2	4	21	2	5
Royal Irish Constabulary:—Cadets	4	1	121	32	22	2
†Royal Military Academy, Woolwich	2	2	337	311	100	95
†Royal Military College, Sandhurst	2	2	1,010	946	198	279
Royal Malta Fencible Artillery	1	1	2	12	1	1
Royal Navy:—Cadets *	2	2	171	213	65	84
Royal Navy:—Assistant Clerks	2	2	101	107	10	9

† Competitions marked thus (†) were open competitions.
‡ The number of vacancies in these cases was not stated.

TABLE E.—SHOWING the CAUSES of NON-ACCEPTANCE by DEPARTMENTS of MEN CLERKS and BOY CLERKS assigned to them (1876–84).

Cause of Non-acceptance.	Men Clerks.	Boy Clerks.
Inefficiency - - - - - -	18	25
Offences against official rules, &c. - - -	2	2
Health unsatisfactory - - - - -	21	24
Character unsatisfactory - - - -	2	1
Age unsatisfactory (too near the higher limit) * -	—	6
„ „ (too low for special duties) -	1	—
Inability to take up appointment - - -	1	2
	45	60

* The inconvenience arising from this cause was explained in the 24th Report.

Note A.—During the same period 1,991 men clerks and 475 boy clerks have been accepted by the Departments to which they have been assigned.

Note B.—Of the above 105, only 23 have been struck off the lists as unfit for further service. Fifty have been subsequently accepted by other Departments; the others are still on probation or have voluntarily left the service.

TABLE F.—SHOWING the RESULTS of the PRELIMINARY EXAMINATIONS for the ARMY held in February, March, July, and August 1884.

	Number of Candidates examined.	Passed.	Failed.	Number of Failures in each Subject.				
				Mathematics.	Modern Languages.	Writing English from Dictation.	Geometrical Drawing.	Geography.
Examination of February	212	84	128	76	67	68	22	43
„ March -	722	317	405	284	212	190	104	105
„ July -	483	186	297	189	157	172	68	55
„ August -	299	104	195	114	99	136	49	72
Total - -	1,716	691	1,025	663	535	566	244	285

TABLE G.—SHOWING the EXTENT to which COMPETITION PREVAILS.

	Clerkships and similar Appointments.		Minor Situations.	
	Appointments.	Per Cent.	Appointments.	Per Cent.
Open Competition -	616	76·9	311	8·7
Limited Competition -	58	7·2	3	·1
Single Nomination -	127	15·9	3,245	91·2
	801	100	3,559	100

LONDON: Printed by EYRE and SPOTTISWOODE,
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THIRTY-FIRST REPORT

OF

HER MAJESTY'S CIVIL SERVICE COMMISSIONERS,

WITH

APPENDIX.

Presented to both Houses of Parliament by Command of Her Majesty.

Cx-d.8

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THIRTY-FIRST REPORT.

MAY IT PLEASE YOUR MAJESTY,

WE, Your Majesty's Civil Service Commissioners, humbly offer to Your Majesty this our Thirty-first Report, relating to the examinations held under our directions during the year 1886.

The death of Mr. Theodore Walrond, C.B., on the 16th of June last has deprived the Board of the assistance of a colleague whose services to this Commission have been very great.

As the Civil Service Commission grew under the wise presidency of Sir Edward Ryan, Mr. Walrond may be said to have grown with it. Appointed an examiner in 1856, and having succeeded Mr. Maitland in 1863 as Secretary, he was appointed a Commissioner on the death of Sir Edward Ryan in 1875. In each of these positions Mr. Walrond displayed remarkable ability; his devotion to work, his unfailing energy, and his rare discretion have largely contributed to maintain the working of this Commission in a high state of efficiency.

We feel a melancholy pleasure in rendering this tribute to the memory of a man too soon cut off in his career of usefulness.

In the same month the Commission lost the assistance of Mr. Horace Mann, our late Secretary and Registrar, who retired after 32 years of arduous service, in the course of which he proved himself admirably fitted for that post, and gained the confidence and esteem of successive Commissioners. His place has been filled by the appointment by the Lords of the Treasury of Mr. J. S. Lockhart, M.A., Fellow of Hertford College, Oxford.

Number of cases dealt with in 1886

The total number of cases dealt with by us in the year 1886 was 29,005,* which may be distributed under the following heads:—

I. Cases falling under the Order in Council of June 4th, 1870 - - -		22,526
II. Cases not falling under this Order, viz.:—		
(*a.*) For Home Services - -	1,311	
(*b.*) For Indian Services - -	359	
(*c.*) For Military Services - -	4,330	6,479
(*d.*) For Naval Services - -	431	
(*e.*) For Colonial Services - -	48	
Total - - -		29,005

Compared with the year 1885 these figures show a decrease, under head I., of 486, and an increase, under head II., of 1,117: the result in the aggregate being an increase of 631.

The principal variations under head I. were in the Customs and the Post Office. In the former Department there were 2,522 *more* candidates than in 1885. For the latter Department there were 3,063 *fewer* candidates than last year, when an exceptional number of appointments was rendered necessary in

* In this and similar statements a candidate who appeared twice (or oftener) is counted as two (or more) candidates.

view of the increased business consequent upon the reduction in the tariff for telegraphic messages.

Of the increase of 1,117 under head II., very nearly two thirds, viz., 739, occurs in the subhead of Military Services. Preliminary Examinations for the Army were attended by 507 more candidates than in 1885; and a special competition in January 1886 for Direct Commissions in the Artillery and Engineers added 257. On the other hand, while there were in 1885 three examinations for admission to the Royal Military Academy, Woolwich, there were only the usual number of two in 1886.

Home Services.

Competitions in 1886.

During the year under review the results of 73 competitions (excluding the Indian, Military, Naval, and Colonial Services) were announced, of which 42 were Open Competitions.

Clerkships (Class I.).

Of these, one was for Clerkships belonging to "Class I." in the Civil Service. At the preliminary test examination 103 candidates attended; at the competitive examination, 71. Thirteen of these 71 have received appointments.

During the last sixteen years 212 vacancies have been filled in this class of situations by Open Competition. The total number of competitors for these vacancies was 923, being in the proportion of more than four to one.* Of this number, 90, who received offers of appointments, declined them; the situations thus falling to other candidates lower on the list of qualified competitors.

The following is a list of 180 Clerkships so filled:—

Clerkships in the—	
Admiralty	22
Civil Service Commission	7
Colonial Office	10
Home Office	5
India Office	11
Local Government Board (England)	9
Do. do. (Ireland)	5
Lunacy Commission	2
Patent Office	7
Post Office (Secretary's Branch)	52
Record Office (England)	14
Do. (Ireland)	9
Trade, Board of	3
Treasury	7
War Office	17
	180

The 32 remaining situations were those of Assistant Surveyor of Taxes, which have been filled, since 1880, by means of special competitions or by the selection of persons previously serving in the Inland Revenue Department.

* *See* note on p. iii.

Of the 212 vacancies above mentioned, 95 existed at the date of the examinations; and 117, which occurred afterwards, were filled up under the rule which provides for vacancies occurring within a limit of six months prospectively.

LOWER DIVISION.

Lower Division Clerks are now employed in 56 Departments; Men Clerks in all, Boy Clerks in 11 only.

Competitive examinations for Men Clerkships.

Three competitions were held in 1886 for Men Clerkships of this grade, combined with Second-class Clerkships in the India Office. The number of vacancies offered was 202; one of which only was in the India Office. For these vacancies 2,021 candidates were examined; being ten candidates for each vacancy. Since the Lower Division was established 15,284 candidates have been examined for 2,263 places, making an average of 6·76 candidates for each place, all of whom had, before competing, passed a preliminary test examination.

Preliminary test examinations for Men Clerkships.

At the three preliminary test examinations, of which the results appear in the Appendix to this Report, 1,329 persons attended, and 526 reached the standard of qualification. For the whole period since the Lower Division was constituted, the aggregate is 11,832 examined, and 5,156 passed. Consequently, on the average of these eleven years, about 44 per cent. of the candidates have passed, and about 56 per cent. have failed to pass, the preliminary test. The proportion of failures which during the years 1883–85 had reached 63 per cent., fell slightly in 1886, viz., to 60 per cent.

Number of appointments in the eleven years 1876–1886.

The entire number of Lower Division Clerks appointed since the date (12th February 1876) of the Order in Council which created the Division was, at the end of last year, 2,936; including 559 exceptionally appointed, chiefly under the provisions of Clause XII. of that Order from the class of Temporary Writers.

Assignments for temporary duty.

The number of Lower Division Men Clerks assigned during the year 1886 for temporary duty was 11; and the number returned from temporary duty, seven. Six of these were assigned for permanent duty in other Departments within a month after the completion of their temporary employment.

Transfers.

Forty-five Men Clerks were transferred from one Department to another in 1886. The entire number of such transfers since the Order in Council of February 1876 is 281.

Probation.

Twelve Men Clerks were rejected on probation in 1886 by the Department to which they had been allotted. In nine of these cases the ground of rejection was physical, the candidates having failed to satisfy the Medical Officer of such Department of their fitness for the work thereof. To seven of the nine we, after consulting our own medical adviser, granted a fresh trial in some other Department, but two were removed from the list as unfit for the Service generally. Three Clerks were reported as unsuitable on other grounds for the particular Department to which they were assigned. One of these has already been sent to another Department, and a fresh trial has been offered to the other two. Out of the whole number (2,936) who have been admitted on probation, 70 have been rejected, of whom

52 were allowed further trials, which, so far as is at present known, have in no case proved unsatisfactory. The reasons for the rejections are given in detail at p. 60 of the Appendix.

Choice amongst Departments.

Under the rule laid down in 1884, by which Lower Division Clerks are allowed to name the Departments in which they would prefer to serve, it was found to be possible last year to give effect to these preferences in 93 cases. In 67 cases, however, it was necessary to disregard them in order to meet the exigencies of the Public Service. No Clerk, however, has been forced to serve in any particular Department unless all above him on the list had declined to serve there.

Boy Clerks.

Three examinations for Boy Clerkships of the Lower Division were held in 1886. The number of boys to be selected was 179; and 1,910 candidates presented themselves. The aggregate numbers for the eleven years, 1876–1886, were 8,061 candidates and 1,099 vacancies. Of these 8,061, however, 4,305 failed to show a competent proficiency in the obligatory subjects, handwriting, spelling, and arithmetic; so that the number of qualified competitors was reduced to 3,756, or 3·4 such competitors for every vacancy offered.

Probation of Boy Clerks.

Nine Boy Clerks were returned to us last year as having failed to pass their probation. The ground of non-acceptance was stated to be in one case inefficiency and in eight cases unsatisfactory health. In the course of eleven years there have been 77 rejections on probation. In 62 of these cases fresh trials in other Departments were allowed by us; in the remaining 15 cases the boys either resigned or were removed from the list as unfit for the service generally.

Competition for technical appointments.

Of the 42 Open Competitions for the Home Service, the results of which were announced during the year, ten were for situations of a professional or technical character, open only to persons who had undergone a certain amount of previous technical training, as explained in our last Report. One of these, viz., that for the situation of Shorthand Clerk in the Solicitor's Office of the Board of Public Works, Ireland, presented the novelty of a competitive examination in shorthand. In this subject 20 candidates were examined; and of these nine reached the standard required, while several displayed very creditable proficiency.

Competitions for non-technical appointments.

Of the 32 non-technical competitions, besides those already mentioned for Clerkships of the Higher and Lower Divisions, one was for Student Interpreterships in the Consular Service, five were for the Out-door Services of the Customs and Excise, one for Outport Clerkships in the Customs, and six for appointments in the Post Office. In three of these six 1,231 women competed for 155 situations; and in three, 976 boys competed for 220 situations.

Post Office appointments.

These figures show that the number of female candidates for appointments in the Post Office, which in 1884 amounted to seventeen for each situation, was last year less than eight.

Temporary Copyists. Men.

The number of Men Copyists on the Register and awaiting employment was again, as last year, considerably in excess of the requirements of the various Departments. The addition, therefore, of new names was virtually confined to those of 104 persons who, as members of the Military or Naval Services or as Boy Clerks or Boy Copyists, had acquired special claims, on public grounds, to be examined.

The total number of Men Copyists on the Register on the 31st December last was 1,415; and the number in actual employment, as nearly as can be stated, 1,260. In that month it was decided by the Government that no fresh names should be added. The reasons for this decision are stated in a Minute of the Lords of the Treasury* founded upon the Report of a Committee of permanent Heads of Departments, appointed to inquire into certain questions which had been raised as to the work done by this class of persons and as to the sufficiency of their remuneration.

This Committee reported, in substance, that while all had received the rate of pay offered to persons desirous of being placed on the list of Copyists, a certain proportion of them had been put to work of a higher kind than that which Copyists were intended to perform.

On this account the Lords of the Treasury decided that a bonus should be granted to each Copyist in respect of all service after the first eight years. This bonus, which is in effect an increase of pay, amounts to thirty shillings for the ninth year of service and increases by thirty shillings annually, up to 50*l.* a year.

The Minute also provides that Copyists may, under certain circumstances, be permitted to retire, or be called upon to retire, with a gratuity of 7*l.* for each year of satisfactory service up to a maximum of 100*l.*

Both the bonus and the gratuity are payable by this Department; and up to the date of this Report we have paid 949 bonuses, amounting to 2,933*l.*, and gratuities in 39 cases, amounting to 2,382*l.*

Boy Copyists.

The number of Boy Copyists added to the Register in 1886 was 160; the number of candidates whose cases were decided during the year having been 1,116. During the same period the number of withdrawals and removals was 252. The total number on the Register at the end of that year was 370, and the number serving 366. At the present date the number unemployed is 19, of whom 10 are not now desirous of employment.

Clause VII. of the Order in Council of 4 June 1870.

One hundred and eighty-three applications were made to us, in 1886, for the grant of certificates under the exceptional provisions of Clause 7 of the Order in Council of the 4th June 1870. This clause has now been used in 1,615 cases altogether; in the great majority of which examination has been wholly dispensed with. Certificates have been granted in 1,563 cases, and refused in 48.

* Printed at p. 9 of the Appendix.

INDIAN SERVICES.

Civil Service of India.

The annual open competition for the Civil Service of India took place early in June 1886. Thirty-eight appointments were offered, which were distributed as follows amongst the several Presidencies, &c.:—

North-West Provinces, Punjab and Oudh	14
Bengal, Lower Provinces	10
Madras	5
Bombay	6
Burma	3

The number of competitors was 205, or about five for each vacancy offered.

One of the successful candidates declined appointment, and another proved to be disqualified at the medical examination. Their places were filled by the thirty-ninth and fortieth candidates on the list.

In the following month 37 candidates who had completed their two years' term of probation in this country, and one candidate who had been allowed to postpone his examination for a year, came up for their Final Examination. All these candidates were pronounced duly qualified for admission to the Civil Service of India.

Indian Forest Department.

The annual examination for the Forest Service of India was held in June last. Twenty-one candidates attended, of whom we were able to report the required number, viz., eight, as qualified for admission to Cooper's Hill College.

MILITARY SERVICES.

Military Preliminary Examinations.

Four Preliminary Examinations for the Army were held during the year 1886, viz., in February, March, July, and August. Of the 2,469 candidates entered for these examinations, 588 passed in the subjects which qualify for admission to the "Further" Examination for the Royal Military College, Sandhurst; 388 others passed in dictation, geography, and a modern language so as to entitle them to exemption from qualifying again in the subjects which form the non-competitive portion of the preliminary examination for the Royal Military Academy, Woolwich, and 22 passed in February in all the subjects except algebra, thus qualifying themselves for admission to the examination of Lieutenants of Militia which was held in April 1886.

Royal Military College.

Two "Further" Examinations were held as usual in the year for Cadetships in the Royal Military College. In the summer 341, and in the winter 431, candidates competed; the number of cadetships offered being on the first occasion 111 (of which 90 were for infantry, 13 for cavalry, and 8 for West Indian regi-

ments), and on the second occasion 113 (of which 90 were for infantry, 15 for cavalry, and 8 for West Indian regiments). In addition, 49 University candidates competed during the year for 24 Cadetships, and 31 candidates were examined and passed as Queen's Cadets, Queen's Indian Cadets, or Pages of Honour.

Royal Marine Light Infantry.

Besides the Sandhurst Cadetships, 11 commissions in the Royal Marine Light Infantry were offered by the Lords of the Admiralty to the competitors at the July examination; and we were subsequently informed that the gentlemen appointed to these commissions were those who had obtained the 33rd, 39th, 55th, 102nd, 104th, 109th, 122nd, and 135th places on the infantry list, the 6th and 10th places on the cavalry list, and the 13th place on the list of University candidates. Six similar commissions, offered at the December examination, were given to candidates whose numbers in order of merit were 8th, 14th, 25th, 29th, 63rd, and 72nd on the infantry list.

Royal Military Academy.

For the Royal Military Academy, Woolwich, two competitive examinations were held. At the usual examination in the summer, 196 competitors presented themselves, but as 118 failed in the preliminary portion of the examination, chiefly in mathematics, only 78 qualified candidates competed for the 60 vacancies offered. At the December examination there were 201 candidates, of whom 131 failed to pass the preliminary test, and one candidate withdrew, so that there remained only 69 qualified competitors for the 60 vacancies announced.

Royal Marine Artillery.

Six commissions in the Royal Marine Artillery were granted in September 1886; five to the candidates whose places in the examination of the preceding July were 39, 69, 72, 73, and 76, and one to the candidate who was 41st on the list of those who competed at the special examination for direct commissions in the Royal Artillery and Royal Engineers, held in January 1886, the results of which were mentioned in our last Report.*

Lieutenants of Militia.

Two examinations were also held (in April and October) for Lieutenants of Militia desirous of qualifying themselves, so far as literary subjects are concerned, for admission to subsequent competitions, in military subjects, for commissions in the Regular Army. The April examination was attended by 112 candidates, of whom 52 qualified; the October examination by 128 candidates, of whom 67 qualified.

Naval Services.

Naval Cadets.

Two examinations were held in 1886 of boys nominated by the Lords of the Admiralty to compete for Naval Cadetships. At the earlier of these examinations, in June, 128 boys competed for 56 ordinary Cadetships. At the later examination, in November, 121 boys competed for 57 ordinary Cadetships.

* *See* Thirtieth Report, p. x.

At each of these examinations one boy passed and one failed to pass the test examination prescribed for "Service" Cadets, *i.e.*, Cadets selected by the Board of Admiralty from sons of meritorious officers in the Army, Navy, or Marines. According to the Admiralty Regulations, a certain number of Cadetships are given annually to sons of gentlemen in the Colonies, on the recommendation of the Secretary of State for the Colonies.' Five such cases were decided in the year 1886, but only one candidate passed the qualifying examination, which, in these cases, usually takes place on board the Admiral's ship, under the superintendence of a chaplain or other officer, examination papers having been sent from this office for the purpose.

Assistant Clerkships in the Navy.

Two competitions were also held in 1886 for Assistant Clerkships in the Navy. At the earlier competition, held in June, 50 boys nominated by the Lords of the Admiralty competed for nine ordinary vacancies, and one boy was subjected to a qualifying examination, which he passed, for the one Clerkship which is reserved annually for sons of officers of the Navy who have distinguished themselves in the Service. At the second examination, held in November, 54 boys, similarly nominated, competed for ten Assistant Clerkships of the ordinary kind.

Naval Interpreters and Instructors.

For the situation of Naval Interpreter two candidates passed a qualifying examination. Four candidates underwent the preliminary examination for the post of Naval Instructor, of whom two passed and two failed.

Dockyard Apprentices and Engineer Students.

Open Competitive Examinations were held as usual in April for the entry of Apprentices in Her Majesty's Dockyards and of Engineer Students in the Navy. There were 402 candidates for apprenticeship, of whom 263 passed a qualifying examination and 132 succeeded in obtaining appointments. The competition for 28 Engineer Studentships was also a competition for appointments as students in Naval Construction under rules laid down by Order in Council of 23rd August 1883. Three such appointments were offered on this occasion and were given to the first, second, and fourth candidates on the list. Seven more Engineer studentships had been reserved for candidates nominated by the Lords of the Admiralty, subject to qualifying examination; but five of these nominees having failed to pass, five additional studentships were given to the candidates in the Open Competition.

Colonial Services.

Eastern cadetships.

The fifth of a series of Open Competitions for Eastern Cadetships was held in August 1886.* Thirty-five candidates entered their names, and thirty-one attended the examination, which was for three vacancies, two in the Straits Settlements and one in the Ceylon Civil Service.

* For particulars of these examinations, *see* 26th Report, pp. 631–636.

Examinations for the Civil Service of Jamaica.

In pursuance of the arrangement, described in our last report, for holding competitions in Jamaica we, on the 24th August last, despatched to Jamaica packets of examination papers, which were set there to candidates for Junior Clerkships in the Civil Service of that island, on the same days on which the Lower Division Examinations were held in the United Kingdom. The answers to these papers given by the seven candidates who offered themselves in Jamaica were received by us in November; and on the 24th of that month we forwarded to the Lieutenant-Governor a report showing the number of marks assigned to each of the candidates.

FEES.

The value of the fee stamps presented by candidates at examinations held in the year 1886 was 11,667*l.* against 10,918*l.* in the previous year. The increase is due to the increased number of candidates presenting themselves for military examinations.

EXAMINERS.

The following list contains the names of the gentlemen who, under the general superintendence of our Director of Examinations, Mr. Poste, and the Permanent Examiners, Mr. Butler, Mr. Bonar, and Mr. Sargant, assisted us on various occasions during the year in the conduct of our examinations:—

English Language and Literature; Geography; History, &c.—T. Arnold; A. J. Ashton; Rev. J F. Blake; R. Booth; H. C. Bowen; O. Browning; R. C. Bunbury; Rev. A. Caldecott; C. W. Chute; Rev. Dr. W. O. Cleave; Rev. Canon M. Creighton; Major Delavoye; Professor E. Dowden; F. Dugard; C. J. Elton; J. G. Fitch; A. Foggo; H. R. Francis; Rev. H. B. George; T. W. Haddon; Dr. Fitzedward Hall; V. W. C. Hamlyn; Rev. A. W. Headlam; J. Hodges; B. H. Holland; J. C. Horobin; C. N. Jackson; H. Johnson; Professor T. Rupert Jones; Lt. Col. C. C. King; J. S. Laurie; Rev. Dr. T. H. L. Leary; Rev. E. Ledger; W. J. Little; A. J. Mackey; Rev. J. P. Mahaffy; H. E. Malden; J. Marshall; J. Marshall, Jun.; S. P. Micholls; E. Myers; Rev. O. Ogle; G. K. Paley; H. A. Perry; H. F. Pooley; F. York Powell; C. H. Robarts; F. Rutley; C. H. Sargant; T. Scratton; H. W. Simpkinson; Professor W. J. Sollas; W. Stebbing; J. J. H. Teall; N. Travers; H. E. Trevor; F. C. Walrond; C. Knight Watson; Rev. W. Wayte.

Holy Scripture.—Rev. W. H. Laverty; Rev. E. Ledger; Rev. A. Wrigley.

Greek and Latin Languages, Literature, and History.—Rev. J. H. Abrahall; T. Arnold; R. Booth; Rev. Canon G. Butler; Very Rev. H. M. Butler; C. W. Chute; Rev. T. Field; H. R. Francis; Professor A. Goodwin; J. S. Lockhart; J. W. McKail; Rev. J. B. Mayor; Rev. O. Ogle; R. Ornsby;

Professor A. Palmer; Rev. T. L. Papillon; H. A. Perry; J. Y. Sargent; H. W. Simpkinson; Rev. R. Whiston.

Classical Archaeology.—C. T. Newton, C.B.

French.—Professor R. Atkinson; M. Henri Bué; Rev. A. C. Clapin; Rev. J. Congreve; M. le Vicomte d'Aragon; M. D. R. de Fontanier; Major Delavoye; A. H. Douglas-Hamilton; H. R. Francis; Rev. J. Fuller; M. Alfred Hamonet; A. Joy; Dr. J. F. Kühlke; M. Henri Van Laun; Rev. E. Ledger; J. Marshall, Jun.; J. Molloy; Miss E. Sellers; Hon. Maude A. Stanley; M. Henri Testard.

Dutch.—E. de Montjoie Rudolf; Rev. A. Scheltema.

German.—Dr. F. Althaus; Professor R. Atkinson; Professor C. A. Buchheim; H. B. Cotterill; Rev. Dr. J. J. Overbeck; Dr. N. Heinemann; Dr. J. F. Kühlke; A. A. Macdonell; E. L. Naftel; Dr. E. Oswald; Rev. Dr. C. Schoell; Dr. J. Wallraf.

Modern Greek.—Dr. D. Zompolides.

Italian.—Professor R. Atkinson; A. J. Butler; Signor C. F. Coscia; Signor V. Papucci; H. A. Perry; G. Fleetwood Wilson.

Spanish.—E. Armstrong; Don P. de Gayangos; Señor S. Vivar.

Portuguese.—Señor S. Vivar.

Russian.—E. A. B. Hodgetts.

Turkish.—D. A. Cameron.

Sanskrit.—Professor E. B. Cowell.

Hindustani.—Dr. Fitzedward Hall.

Mathematics, Pure and Mixed.—Major-General J. P. Battersby; W. H. Besant; Rev. J. F. Blake; Rev. J. Bond; S. O. Buckmaster; Professor A. S. Butler; M. W. Crofton; Rev. J. Fuller; Professor W. Garnett; R. T. Glazebrook; Rev. A. W. Headlam; Rev. Canon Heaviside; J. C. Horobin; Professor C. J. Lambert; Rev. W. H. Laverty; Rev. E. Ledger; Professor W. J. Lewis; Captain P. A. Macmahon, R.A.; Rev. G. S. Ward; Rev. Dr. H. W. Watson; Professor B. Williamson; Dr. A. R. Willis; Rev. A. Wrigley.

Chemistry; Electricity and Magnetism; Heat and Light; Geology and Mineralogy; Physics; Physical Geography.—Rev. J. F. Blake; Rev. Prof. T. G. Bonney; Professor A. S. Butler; Prof. W. Garnett; R. T. Glazebrook; W. T. Goolden; Professor T. Rupert Jones; Professor C. J. Lambert; V. B. Lewes; Professor G. D. Liveing; F. Rutley; Professor W. J. Sollas; J. J. H. Teall; Professor S. P. Thompson; Rev. A. Wrigley.

Botany; Zoology; and Physiology.—W. T. Thiselton Dyer; Professor E. Ray Lankester; Dr. M T. Masters; Professor H. N. Moseley.

Moral Sciences, Logic, and Political Economy.—R. R. Cherry; Professor H. S. Foxwell; C. N. Jackson; J. N. Keynes; Rev.

Professor W. Knight; W. J. Little; Professor Bonamy Price; W. C. Sidgwick; Professor W. Wallace; H. M. Ward.

Law and History (Constitutional and Political).—A. J. Ashton; Spencer Butler; R. Campbell; S. W. Casserley; G. L. Denman; K. E. Digby; V. W. C. Hamlyn; Professor W. A. Hunter; Professor J. Kirkpatrick; E. Myers; T.C. Sandars; T. S. Soden.

Architecture, Civil Engineering and Surveying, Practical Geometry, and Geometrical Drawing, &c.—Major A. G. Clayton, R.E.; Lt. Col. A. Cunningham, R.E.; T. H. Eagles; Professor M. Fitzgerald; B. Fletcher; Major-General C. S. Hutchinson, R.E.; Capt. L. C. Jackson, R.E.; Capt. P. A. Macmahon, R.A.; W. H. Mills; C. Mulvany; J. B. Redman; Lieut.-Col. H. C. Seddon, R.E.; W. Castle Turner, C.E.

Fortification.—Major-General C. S. Hutchinson, R.E.

Astronomical Computations.—W. H. Besant; W. Godward.

Freehand Drawing.—T. H. Eagles; Rev. W. Kingsley; Rev. R. St. John Tyrwhitt.

Book-keeping.—E. E. Humphreys; W. Tucker.

School Management and Organisation.—J. G. Fitch.

Shorthand.—Dr. W. Thomson.

Vocal Music.—Dr. J. F. Bridge.

Agriculture.—Professor J. Wilson.

Mining.—F. G. S. Bauerman; Professor W. W. Smyth.

Modern Sanitation.—Rogers Field, C.E.

Employed at the Periodical and Final Examinations of the Candidates selected for the Civil Service of India.

Jurisprudence.—Professor E. C. Clark; Sir H. S. Maine, K.C.S.I.

Law of India, &c.—Sir H. S. Maine, K.C.S.I.

Notes of Cases, and Law of Evidence.—Kenelm E. Digby; T. S. Soden.

History and Geography of India.—Claude Erskine.

Political Economy.—W. C. Sidgwick.

Hindustani.—Dr. Fitzedward Hall; J. T. Platts.

Telugu.—J. Goldingham; L. Forbes; J. D. Rees.

Hindi.—Dr. Fitzedward Hall.

Bengali.—W. S. Seton-Karr.

Marathi.—Rev. J. S. S. Robertson.

Tamil.—E. W. Bird; Rev. S. Hobbs.

Gujarati.—Rev. Dr. J. Glasgow.

Burmese.—Major-General Horace A. Browne.

Sanskrit.—Dr. Fitzedward Hall.

Arabic.—Professor W. Wright.

Persian.—Professor E. B. Cowell; E. H. Whinfield.

Geology.—P. H. Carpenter.

Botany.—P. H. Carpenter.

Riding.—Lieut.-Colonel S. Parr Lynes, R.H.A.

Superintendent of Examinations in Dublin.—G. Johnstone Stoney, Esq., F.R.S.

Superintendent of Examinations in Edinburgh.—George Seton, Esq., Advocate, Secretary to the General Register Office for Scotland.

All which we humbly submit to Your Majesty's most gracious consideration.

Witness our hands, this eleventh day of July one thousand eight hundred and eighty-seven.

STRAFFORD.

G. W. DASENT.

APPENDIX.

CORRESPONDENCE.

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LIBRARY OF THE BOMBAY BRANCH OF THE ROYAL ASIATIC SOCIETY.

CORRESPONDENCE.

HOME CIVIL SERVICE.

LOWER DIVISION.

LOWER DIVISION.

The Chief Clerk, Exchequer and Audit Department, to the Secretary, Civil Service Commission.

SIR, 24th March 1886.

Clauses 5 and 12 of Order in Council of 12 Feb. 1876.

A QUESTION has arisen in the course of the examination of the Vote Account of the Inland Revenue Department for the present year, with reference to the selection of certain Collectors' Clerks, to compete within their own department for appointment to the class of Lower Division Clerks. A Treasury letter dated 17th March 1885, copy of which is enclosed, has been furnished in support of the course adopted by the Commissioners of Inland Revenue, which letter also permits such departmental examinations to be held in the case of candidates whose age does not exceed 30 years.

I am directed by the Comptroller and Auditor General to observe that it is laid down in Clause V. of the Order in Council of 12th February 1876, as a necessary preliminary to the appointment of Lower Division Clerks, that "the Civil Service Commissioners shall hold competitive examinations" to test the fitness of candidates for this class, and further that such candidates shall be under "20 years of age." It appears to the Comptroller and Auditor General that there is no exception to these rules other than that contained in Clause XII. of the Order in Council, *i.e.*, that "appointments may be made exceptionally to the "Lower Division from the body of Writers."

Under these circumstances I am to request that the Comptroller and Auditor General may be favoured with the views of the Civil Service Commissioners as to the interpretation to be placed on the clauses in question, especially in relation to the transfer of Collectors' Clerks to the class of Lower Division Clerks by the limited competition referred to, instead of by open competition such as that which would seem to be contemplated by the Order in Council.

I have, &c.

ENCLOSURE.

Treasury Chambers, Whitehall, 17th March 1885.

MY Lords consider proposals submitted to them by the Commissioners of Inland Revenue in January last, relative to those parts of their Clerical Establishment which are employed in connexion with the Out-door Departments of Excise and Taxes.

The Collectors of Excise employ 325 Clerks, and the Surveyors of Taxes 54 Clerks in their districts.

The Surveyors' Clerks are Lower Division Clerks of the ordinary kind, and the Collectors' Clerks also are Lower Division Clerks in the scale of their pay, but they are appointed by selection from the Assistants of Excise, and not, as Lower Division

Clerks are, directly by open competition. The Assistants of Excise, however, obtain their appointments by direct open competition.

LOWER DIVISION.

For Lower Division Clerkships the competitors must not be under 17, nor over 20 years of age. The corresponding limits of age for Assistants of Excise are 19 and 22 years. Officers of the latter class have more frequently to act by themselves in immediate contact with the public.

Clauses 5 and 12 of Order in Council of 12 Feb. 1886.

The subjects of examination for Lower Division Clerkships and for Assistantships of Excise respectively are not quite identical but are practically of the same standard.* An Assistant of Excise is not admissible as a Collectors' Clerk until he has passed an examination in book-keeping.

The proposal of the Commissioners of Inland Revenue is that their Board shall be at liberty to transfer Collectors' Clerks to the Lower Division of the central establishments at Somerset House, Edinburgh, and Dublin and to Surveyors' Clerkships. Such Clerks would be transferred at their then salaries, and would thenceforth become (if not so already, which the Clerks of the Surveyors of Taxes are) ordinary members of the Lower Division. The transfer would be optional on the part of the clerks.

The Commissioners lay stress upon the advantage which their proposal offers, first, in furnishing them at their head-quarters (where the ultimate strength of Lower Division Clerks is meant to be 250) with Clerks already conversant with the earlier stages of the business on which they will be employed, and, secondly, in widening the area of promotion and the choice of careers.

My Lords are disposed to agree with the Commissioners in these views, the latter of which is not less strongly insisted upon by the Playfair Commissioners in their Third Report.

My Lords take notice that, in that Report, the Playfair Commissioners speak of the option which a Collector's Clerk was then (1875) allowed to exercise, of returning to the out-door service, and they recommend a change, which has since been made, in the rule which on such a return confined him to the minimum salary of a Ride Officer. He is now allowed to take his actual salary as a Clerk with him, provided it does not exceed the maximum limit of the Ride Officers' scale (130*l.*).

To this extent therefore, the examination for Assistantships of Excise already qualifies the competitors who succeed in it for appointments both in the clerical and in the out-door branches of the local service of the Excise, and my Lords are of opinion that if the Collectors' Clerks are made eligible for transfer to the Central Establishment, the same privilege should be extended to the out-door service up to 30 years of age.

Some men are better fitted by natural disposition for the clerical and others for the out-door branches of the Excise, and my Lords are of opinion that the service will gain, as a whole, by allowing Officers who have passed the same, or an equivalent examination for admission, to be eligible for exchange from the one branch to the other within a reasonable period from their taking up their first appointments, that is to say, upon condition that they are not over 30 years of age. Candidates who offer themselves for transfer will be selected by seniority and merit, and after such selection will be required to compete among themselves in an examination confined to the subjects of their departmental duties in a proportion not usually exceeding three for each vacancy. Examinations will not, as a rule, be held for fewer than four vacancies. My Lords concur in the opinion of the Playfair Commissioners, that the higher grades (Examiner, Supervisor, Collector, Inspector) of the Out-door Excise should be confined to officers whose experience has been gained in it.

My Lords do not approve of any such change in the mode of admitting Lower Division Clerks to the central establishment as would oblige the Commissioners of Inland Revenue to take them only from the out-door services. The present Minute

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* *Lower Division.*

Preliminary:—

1. Handwriting.
2. Orthography.
3. Arithmetic (including Vulgar and Decimal Fractions).

Competitive:—

1. 2. 3. As above.
4. Copying MS. to test accuracy.
5. English Composition.
6. Geography.
7. Indexing or Docketing.
8. Digesting Returns into Summaries.
9. English History.
10. Book-keeping.

Assistants of Excise.

Obligatory:—

1. } Same.
2. }
3. }
4. English Composition.

Optional:—

5. Higher Arithmetic (including Mensuration Square and Cube Root, &c.)
6. Geography, especially that of the British Isles.

LOWER DIVISION.

is enabling only. The Commissioners will continue to be at liberty to apply as often as they see fit to the Civil Service Commissioners in the usual manner for a supply of Lower Division Clerks according to the needs of their establishment.

Clauses 5 and 12 of Order in Council of 12 Feb. 1876.

My Lords do not consider it desirable, at least for the present, to take any steps for assimilating the examination for Assistantships of Excise to that of Lower Division Clerkships, although there would be an obvious economy of the Civil Service Commissioners' labour in doing so. The present examination, however, answers its purpose for the Excise, and is so far on a level with that for Lower Division Clerkships as to make the choice between the two when confined to that service a matter of indifference.

The Secretary, Civil Service Commission, to the Comptroller and Auditor General.

SIR, 30th March 1886.

I AM directed to acknowledge the receipt of Mr. Treherne's letter of the 24th instant, inquiring what interpretation is put by this Board upon clauses 5 and 12 of the Order in Council of 12th February 1876, more especially in relation to a recent transfer to the Lower Division of the Civil Service of Collectors' Clerks in the Inland Revenue Department, by means of a competition limited to that class.

In reply, I am to state that, although the question is not free from difficulty, the Civil Service Commissioners are, on the whole, of opinion that the transfers or appointments referred to were not inconsistent with the provisions of the Order above mentioned, taken in connexion, as the Commissioners think it must be, with the earlier and more general Order of 4th June 1870. The Commissioners had already, in previous cases, had occasion to consider whether appointments to the Lower Division were absolutely excluded, unless made in pursuance of clauses 5 and 12 of the Order of 12th February 1876, and they came to the conclusion that, as this Order, while prescribing certain ways by which Lower Division Clerks may be selected, does not expressly prohibit recourse to other ways, it is open to the Chief of a Department and the Lords of the Treasury, should the public interest appear to them to require it, to present a person for appointment as Lower Division Clerk under the provisions of clause 7 of the Order of June 1870, subject to such proof of his qualifications as this Board might deem necessary.

The cases in the Inland Revenue, as well as the previous cases above referred to, were all presented and dealt with under this clause.

I have, &c.

The Assistant Secretary, Local Government Board, to the Secretary, Civil Service Commission.

SIR, 7th April 1886.

Promotion to Staff Appointments.

ADVERTING to clause 20 of the Order in Council of the 12th February 1876, I am directed by the Local Government Board to report, for the information of the Civil Service Commissioners; that on the 22nd February last they promoted Mr. A.B., a Clerk of the Lower Division in this Department, to the staff appointment of "Clerk in Charge of Accounts," the creation of which was sanctioned by the Lords Commissioners of Her Majesty's Treasury on the re-organisation of the Clerical Staff of the Board in 1884.

I have, &c.

LOWER DIVISION.

The Secretary, Civil Service Commission, to the Secretary, Local Government Board.

Promotion to Staff Appointments.

SIR, 10th April 1886.

I AM directed to acknowledge the receipt of Mr. Adrian's letter of the 7th instant, announcing, with reference to clause 20 of the Order in Council of 12th February 1876, the promotion of Mr. A.B., a Clerk of the Lower Division, to the appointment of "Clerk in Charge of Accounts" in your Department. In reply, I am to observe that, as this promotion, being to a "staff appointment," cannot be regarded as made "in customary course" within the meaning of section 3 of Schedule B. of the Order in Council of 4th June 1870, it appears to the Civil Service Commissioners that their certificate is necessary to give regularity to the appointment or to justify them in publishing it in the London Gazette.

In case it should be the wish of the President of the Local Government Board to obtain such certificate, the Commissioners would be glad to know what rules as to age and other qualifications he would propose to lay down in respect of this situation.

I have, &c.

The Assistant Secretary, Local Government Board, to the Secretary, Civil Service Commission.

SIR, 7th May 1886.

I AM directed by the Local Government Board to acknowledge the receipt of your letter of the 10th ultimo, referring to the promotion of Mr. A.B., a Clerk of the Lower Division, to the appointment of "Clerk in Charge of Accounts" in this Department.

The Board observe that it is stated that the promotion of Mr. A.B., being to a "staff appointment," cannot be regarded as made "in customary course" so as to bring it within the exceptions mentioned in Schedule B. to the Order in Council of the 4th June 1870, and that it appears to the Civil Service Commissioners that their certificate is necessary to give regularity to the appointment.

The Board direct me to explain that the office to which Mr. A.B. has been appointed was created on the recommendation of a Committee appointed to inquire into the nature and extent of the duties of the clerks in this Department, and the changes required in its organisation. The Committee in their report dated April 1884, strongly recommended that the office of Clerk in Charge of Accounts should be made a staff appointment, to be open, on a vacancy, to Clerks of the Lower Division, and this recommendation was assented to by the Lords Commissioners of Her Majesty's Treasury. Seeing that the course which the Board have taken in promoting Mr. A.B. from the Lower Division to the office referred to is in accordance with the recommendation of the Committee, which has received the formal approval of the Treasury, it appears to the Board that the situation may be regarded as being filled in customary course of promotion by a person previously serving in the Department, and, consequently, as being excepted from the operation of the Order in Council dated the 4th June 1870, by Schedule B. of that Order.

The Board will be glad to learn that, on consideration of the circumstances mentioned, the Commissioners will concur in this view,

I have, &c.

LOWER DIVISION.

Promotion to Staff Appointments.

The Secretary, Civil Service Commission, to the Secretary, Local Government Board.

SIR, 13th May 1886.

I AM directed to acknowledge the receipt of Mr. Provis' letter of the 7th instant, stating that the appointment of Mr. A.B., a Lower Division Clerk, to the staff situation of "Clerk in Charge of Accounts" was made on the recommendation of a committee with the assent of the Treasury, and expressing the hope that in these circumstances the Civil Service Commissioners would concur in the view that such appointment was made "in customary course of promotion" within the meaning of clause 3 of Schedule B. of the Order in Council of 4th June 1870, and was consequently exempt from the operation of that Order.

In reply, I am to acquaint you, for the information of the President of the Local Government Board, that, although the circumstances referred to would, no doubt, have great weight in deciding whether Mr. A.B. could be appointed without further examination, they do not appear to the Commissioners to dispense with the necessity of his obtaining a fresh certificate.

The Commissioners had occasion in 1880 to consider fully the question whether Lower Division Clerks could, "in customary course of promotion," be advanced to staff appointments, and their opinion in the negative was on that occasion supported by the Lords of the Treasury, whose views upon the point were expressed in a letter, dated 25 March 1880, an extract from which is enclosed herewith.

I have, &c.

ENCLOSURE.

EXTRACT.

"No civil servant is exempt from the necessity of obtaining a certificate from the Civil Service Commissioners unless he is included in one of the classes of Schedule B. to the Order in Council of 4 June 1870, and this the appointee to a staff appointment certainly is not, unless such appointment is the subject of some Treasury Warrant under section 4 of the Superannuation Act, 1859. The characteristic feature of a staff appointment is that no one has a claim of succession to it."

The Assistant Secretary, Local Government Board, to the Secretary, Civil Service Commission.

SIR, 4th June 1886.

I AM directed by the Local Government Board to advert to previous correspondence and to forward herewith, for the information of the Civil Service Commissioners, a copy of a letter which they addressed to the Lords Commissioners of Her Majesty's Treasury on the 20th ultimo on the subject of the promotion of Mr. A.B., a Clerk of the Lower Division, to the appointment of "Clerk in Charge of Accounts" in this Department, together with a copy of their Lordships' reply to that communication.

As regards the opinion which their Lordships have expressed as to the necessity of Mr. A.B.'s obtaining a fresh certificate, the Board direct me to inquire whether the Civil Service Commissioners concur in waiving any re-examination.

I have, &c.

ENCLOSURE 1.

LOWER DIVISION.

Promotion to Staff Appointments.

Local Government Board, Whitehall,
SIR, 20th May 1886.

I AM directed by the Local Government Board to transmit, for the consideration of the Lords Commissioners of Her Majesty's Treasury, the accompanying copy of a correspondence which has taken place between them and the Civil Service Commissioners relating to the promotion of Mr. A.B., a Clerk of the Lower Division, to the appointment of "Clerk in Charge of Accounts" in this Department.

If their Lordships concur in the opinion expressed by the Civil Service Commissioners, and consider that a certificate is necessary by reason of Mr. A.B.'s promotion in accordance with the arrangement recommended by the Committee on the Reorganisation of this Department, the Board are desirous that an examination may be wholly dispensed with in his case.

I am to add that Mr. A.B. received a certificate from the Civil Service Commissioners when he was placed in the Lower Division in 1876.

I am, &c.
(Signed) ALFRED D. ADRIAN,
Assistant Secretary.

The Secretary, Treasury.

ENCLOSURE 2.

SIR, Treasury Chambers, 1st June 1886.

IN reply to your letter of the 20th ultimo, I am directed by the Lords Commissioners of Her Majesty's Treasury to acquaint you, for the information of the Local Government Board, that they are of opinion that a fresh certificate is required by Mr. A.B. on his appointment to the post of "Clerk in Charge of Accounts."

My Lords must point out that the question of re-examination is one for the discretion of the Civil Service Commissioners, but that they have no objection to the appointment of Mr. A.B. without examination if the Civil Service Commissioners concur in waiving it.

I am, &c.
(Signed) R. E. WELBY.

The Secretary, Local Government Board.

The Secretary, Civil Service Commission, to the Secretary, Local Government Board.

SIR, 7th July 1886.

WITH reference to previous correspondence relative to the proposed appointment of Mr. A.B. to the post of "Clerk in Charge of Accounts" in your Department,

I am directed by the Civil Service Commissioners to transmit, for the information of the Local Government Board, the enclosed copy of a letter addressed from this Department to the Lords of the Treasury on the 12th June last and of the reply thereto dated the 2nd July. From the last paragraph of their Lordships' reply it will be seen that they withhold their sanction to Mr. A.B.'s appointment being made under clause 7 of the Order in Council of 4th June 1870 until he has completed a service of 10 years in the Lower Division.

I have, &c.

ENCLOSURE 1.

SIR, Civil Service Commission, 12th June 1886.

WITH reference to the case of Mr. A.B. who has been presented, with the concurrence of the Lords of the Treasury, for a certificate under clause 7 of the Order in Council of 4 June 1870 on his appointment as "Clerk in Charge of Accounts" in the Department of the Local Government Board, I am directed to state that, before proceeding further, the Civil Service Commissioners would be glad to have the benefit of their Lordships' opinion on the question whether the case is affected

LOWER DIVISION. —— Promotion to Staff Appointments.

by the provisions of clause 18 of the Order in Council of 12 February 1876; in other words, whether the appointment of Mr. A.B., who had previously been serving as a Lower Division Clerk, is "a promotion from the Lower to the Higher Division of the Service."

As their Lordships will observe, there is no definition in the last-mentioned Order of this "Higher Division," which may be taken to mean either Clerkships of the Higher Division, as described in the Report of the Civil Service Inquiry Commission, or (which the Commissioners think to be the more reasonable interpretation) all situations above the Lower Division.

This question is of importance in the case of Mr. A.B., as the 10 years' service required by the clause referred to will not have been completed until December next.

I have, &c.

The Secretary, Treasury. (Signed) HORACE MANN.

ENCLOSURE 2.

MY LORD AND GENTLEMEN, Treasury Chambers, 2nd July 1886.

IN reply to Mr. Mann's letter of the 12th ultimo, respecting the status of Mr. A.B. whom it is proposed to appoint from the Lower Division to fill the staff appointment of "Clerk in Charge of Accounts" in the Local Government Board, I am directed by the Lords Commissioners of Her Majesty's Treasury to state that in their opinion Mr. A.B.'s appointment is affected by the provisions of clause 18 of the Order in Council of 12th February 1876; and that, as a general rule, no Lower Division Clerk should be promoted to any position above the Lower Division until he has served 10 years therein.*

My Lords must therefore refrain from giving their sanction to the appointment of Mr. A.B. under clause 7 of the Order in Council of 4th June 1870 until he has completed a service of 10 years in the Lower Division.

I am, &c.

The Civil Service Commissioners. (Signed) R. E. WELBY.

The Secretary, National Education Office, Ireland, to the Secretary, Civil Service Commission.

SIR, 10th November 1886.

Promotion to Higher Division.

I AM directed by the Commissioners of National Education to state that they have received applications from several Clerks of the Lower Division serving in this office, in which the applicants call attention to a recent advertisement in the Dublin Gazette, from which it appears that the Civil Service Commissioners have issued a notice to candidates desirous of undergoing examination for Class I. that a number of vacancies in that class will be filled up after a competitive examination to be held on the 10th December next. The applicants quote the following passage from the Order in Council of February 12th, 1876:—Paragraph 18. "Promotion from the Lower to the Higher Division of "the Service shall not be made without a special certificate from the "Civil Service Commissioners to be granted exceptionally after not "less than 10 years' service upon a special recommendation from the "Head of the Department and with the assent of the Treasury; and "every such promotion, including such recommendation, certificate, and "assent, shall be published in the London Gazette, and shall take effect "only from and after the date of such publication." The applicants consider that service of 10 years gives them a claim on this Board to recommend them for the vacancies in Class I. now proposed to be given in open competition, and they appeal to the Board to represent their claims.

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* *See also* 24th Report of the C. S. C., pp. 533–535.

LOWER DIVISION.

Promotion to Higher Division.

The Commissioners do not desire to refuse to Clerks who have rendered satisfactory service for so many years in this establishment any opportunities for advancement that may have been contemplated in the Order in Council of February 1876. They wish to be informed, however, as to what these privileges in respect to promotion to the Higher Division really are, and what is the proper course to take in regard to efficient Clerks of the Lower Division on their completing 10 years' service and applying to be recommended for appointment to vacancies in the Higher Division of the Service, or Class I.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, National Education Office, Ireland.

SIR, 13th November 1886.

IN reply to your letter of the 10th instant, I am directed to acquaint you, for the information of the Commissioners for National Education, Ireland, that the position of this Board in relation to the Order in Council of 12 February 1876 is not such as to enable the Civil Service Commissioners to give any authoritative interpretation of its provisions.

For their own part the Commissioners have always understood that the promotions contemplated by clause 18 of that Order are promotions from the Lower to the Higher Division of the same Department.

I have, &c.

COPYISTS.

COPYISTS.

The Secretary, Treasury, to the Civil Service Commissioners.

MY LORD AND GENTLEMEN, 21st December 1886.

Treasury Minute.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to transmit to you herewith, for your information, a copy of their Lordships' Minute upon the Report of the Committee appointed to consider the Memorial addressed to this Board, in July 1885, by the Civil Service Copyists.

I have, &c.

ENCLOSURE.

Treasury Minute, December 1886.

CIVIL SERVICE COPYISTS.

MY Lords read the Report of a Committee consisting chiefly of Permanent Heads of Departments appointed to consider the Memorial, dated July 1885, from the Civil Service Copyists.

The memorialists urge—

1. That the work of Copyists is generally of a permanent character, which leads to their continuous employment in the same office.
2. That they are the only servants of the State without prospects of advancement.
3. That the evidence given before the Writers' Committee in 1873 and the Playfair Commission is adverse to the terms of their engagement.
4. That the Committee of the House of Commons on Writers reported in favour of a restoration of a progressive rate of payment.

Copyists. Treasury Minute.

5. That the Playfair Commission described the existing system as unsatisfactory, and recommended that the lowest class of permanent work should be entrusted to a properly paid and organized class of clerks.

The lower class of mechanical work of public offices has been defined as copying or routine work, under the direct supervision of established officers, and in pursuance of the Order in Council, dated the 12th February 1876, this work is performed by registered Copyists, paid at the rate of 10*d.* an hour, or at the rate of 1½*d.* for every 100 words well and correctly copied.

The Committee come to the conclusion that Copyists have been employed to a greater extent than was contemplated by the Playfair Commission, and that, though nominally employed for temporary service, they have, in many cases, been serving continuously for long periods in the same Departments. Mere copying may employ, according to their estimate, about 300 of the registered Copyists. The bulk of the remaining Copyists are engaged upon routine work, under more or less direct superintendence, a great part of it being work which might be done by any person of ordinary intelligence with little or no training, but some of it requiring, in a certain degree, official experience and familiarity with the business of the particular Department to which they are attached. A very small proportion are employed upon duties of a higher class, which leave something to their own judgment and discretion.

The Committee consider that the work done by about 60 per cent. of the Copyists is such as comes naturally under the description of copying or routine work under direct superintendence, and was intended to be covered by the existing rate of 10*d.* an hour, and, bearing in mind the nature of the labour required and the pay which such labour commands in the market, they do not contemplate increase of pay in respect of it. The remaining work, about 40 per cent., is, they say, "mostly of a "mixed character, the duties of each Copyist being partly simple and mechanical, "and partly such as require some special knowledge and experience. If these "duties were so distributed as to give the simpler part to one set of persons and "the higher to another, the number of persons needed for the higher part would be "about one third of the whole number of registered Copyists now employed."

My Lords take note of this expression of opinion. It emanates from Heads of Offices, and is entitled to all the weight which official responsibility and experience can give.

It may, therefore, be accepted that about one third of the work entrusted to Copyists is of a higher order than that for which the pay of 10*d.* an hour fixed by the Order in Council of 1876 was intended.

The Committee proceed to show that of 5,051 Copyists entered since 1870 only 1,468 remain upon the Register; that 1,027 have retired, most of them avowedly, and the rest presumably, to take better employment elsewhere; while permanent employment in the public service has been obtained by 2,109, of whom a considerable proportion were successful competitors for Civil Service appointments, and had become Copyists solely *ad interim*. Thus, out of 100 Copyists placed upon the Register, 40 obtained permanent employment in the Civil Service, 20 retired, presumably for better employment elsewhere, 11 died or were dismissed, and 29 only remain upon the Register.

My Lords understand that a large number of the 29 per cent. remaining Copyists are young men who, under the rule extending in favour of Copyists the ordinary limits of age for competition, are likely to pass into the permanent ranks of the Civil Service.

My Lords agree with the conclusion of the Committee, that the conditions of service are not so unfavourable as they are sometimes represented to be, that men of ordinary industry and ability taking employment as Copyists have fair chances of obtaining better and more permanent posts in the Civil Service or elsewhere, and that those who have been unable to obtain such posts would not command in the market better terms than they now obtain. This also appears to be the view of those from whom the Copyists are recruited, for the Civil Service Commissioners report that great numbers of applications for admission to the Register are received.

The case may be summarised thus. The authors of the scheme under which Copyists are employed intended that their employment should be, as far as possible, temporary. The scheme has been on its trial for sixteen years, and the present inquiry shows that over 70 per cent. of the Copyists registered during that period have been only temporarily employed in that capacity, and, if allowance be made for those on the Register, who will probably, like their predecessors, obtain elsewhere better employment, it is probable that not more than 10 or 12 or possibly 15 per cent. of the total number registered will remain as Copyists in permanent employment. Many of these have probably entered at an age which prevents them

COPYISTS.
Treasury Minute.

from competing for permanent Civil Service employment, but it is not improbable that such men have only taken Copyists' employment because they had, for one reason or another, failed to secure a better provision in early life, and the market value of their labour, as tested by their success, can hardly be put higher than that which they earn as Copyists. The remainder have either not cared, or have not been able, to satisfy the moderate conditions required of candidates for permanent employment in the Civil Service, and the market value of their labour also cannot be placed higher than that at which the Copyists' Regulations measure it. A careful examination of the facts leads my Lords to the conclusion that the greater part of the Copyists enter the Register, as was intended, for temporary employment only, and that the remainder are, as a rule, men of such moderate acquirements as would not in the open market command a higher rate of pay than that awarded to them.

On general grounds, therefore, my Lords cannot admit that a case is made out for increase of pay, and that they have only to consider whether the existing Copyists have special claims arising out of the practice in different Departments. The Committee consider that about one third of the work now done by Copyists is superior to that which they were intended to do. The Committee point out that the present practice has to some extent led, and must always be in danger of leading, to that result, and they conclude that Copyists ought to be abolished or to be placed on a new footing; that, pending the decision of the Government as to ulterior arrangements, the Register should be closed, the Copyists now on it being allowed the option of retiring with a gratuity, or of remaining upon terms which they describe. They also believe that economy could be effected by extending the principle of piece-work, and by the use of labour-saving appliances.

These recommendations are satisfactory. The permanent Heads of the great Departments who put them forward have the best means of knowing how far such reforms are practicable, and the fact of their making such recommendations shows that they are able and willing to give effect to them. My Lords therefore accept the recommendations of the Committee. They agree that the Register of Men Copyists be closed; that vacancies caused by the removal of Men Copyists from the Register be supplied, at all events for the present, by boys; that, as economy will result from the substitution of boys for men, the retirement of Men Copyists be encouraged by the grant of a gratuity on retirement, and a yearly bonus be granted, as from the 1st July 1886, to existing Copyists who have actually been employed as registered Copyists more than eight years; that under this rule existing Copyists should, as from the date named, obtain the full benefit of their length of service; that is to say, a Copyist who, on the 1st July 1886, had completed eight years' actual service may receive, in the year ending the 30th June 1887, a bonus of 1*l.* 10*s.*; a Copyist who, on the 1st July 1886, had completed nine years' actual service may receive, in the year ending the 30th June 1887, a bonus of 3*l.*; and a Copyist who, on the 1st July 1886, had completed ten years' actual service may receive, in the year ending the 30th June 1887, a bonus of 4*l.* 10*s.* Due consideration will thus be given to the opinion of the Committee, that about one third of the work done by Copyists is higher than was intended, inasmuch as about one third of the existing Copyists have served for eight years and upwards.

My Lords agree with the Committee, that if the Copyists had been established on the principle of progressive rates of pay, the initial rate would have been lower than 10*d.* an hour; that in consequence the Copyists have been gainers by the fixed rate up to the present time, and that there can be no question of retrospective pay in respect of periods before the date of the 1st July 1886 named in this Minute.

My Lords proceed to embody in rules the recommendations of which they have notified their acceptance:—

1. That the Register of Men Copyists be closed, and no further additions be made to it.

2. That every Copyist who may be retained on the Register be allowed, from the date of his completing eight years' actual service subsequent to 8th September 1870, an annual bonus commencing at 1*l.* 10*s.* a year, and rising by increments of 1*l.* 10*s.* each year so long as his service continues, such bonus to be payable half yearly by the Civil Service Commissioners on proof of good conduct during the previous half year of service; provided that the bonus paid in any one year in no case exceed 50*l.*, and that no bonus be payable which, if the rate had been in operation, would have accrued before the 1st July 1886.

3. That, subject to the consent of the Civil Service Commissioners and the approval of the Treasury, Copyists desiring to retire, and producing satisfactory certificates of conduct, be permitted to do so at any time on giving to those Commissioners three months' notice, or such shorter notice as the Commissioners may in each case require, and that in such cases they be granted a gratuity, to be paid by the Civil Service Commissioners, of 7*l.* for every complete year of actual service,

COPYISTS.

Treasury Minute.

provided that no such gratuity exceed 100*l.* My Lords will not approve the grant of a gratuity to any Copyist who is not on the Register at the time of his application, and either employed or willing to accept employment.

4. That no gratuity be granted to a Copyist who retires on appointment to the permanent service; and that if a Copyist, after having received a gratuity, shall within six months hold an appointment in the Civil Service, deductions may be made from his pay until the amount of such gratuity be recouped.

5. That Copyists who may be called upon to retire with the view of reducing the numbers on the Register, or for any cause other than misconduct or refusal to serve, receive a gratuity calculated in the manner aforesaid.

6. That the existing Regulations of the Civil Service Commissioners respecting Men Copyists remain in force, except so far as they may be altered in pursuance of the suggestions above offered.

7. That, as time will be required for the examination of the claims of Copyists to bonuses and gratuities, payments under this Minute shall not commence until the 1st February next.

My Lords desire to impress on the Heads of Departments that no modifications of any sort in the regulations, as regards either pay or hours, are to be made except in concert with the Civil Service Commissioners.

My Lords will request their Permanent Secretary, in concert with the Civil Service Commissioners, to confer with the Heads of Departments and report what extension of piecework and labour-saving appliances can be adopted, and whether any of the work now done by Copyists is of a character which should be assigned to Clerks of the Lower Division. In special cases of this latter character they may suggest promotion of a Copyist of admitted merit to the Lower Division, but my Lords will scrutinize very closely any recommendation to that effect, as they do not consider it desirable that Copyists should pass without examination into the Lower Division. The Lower Division constitutes an important proportion of the clerical staff employed in public offices, and it is desirable that its character for efficiency should be maintained. The Lower Division examination is not very high, and it is not for the public interest that it should be recruited to any extent from those who have only passed an examination limited to handwriting, spelling, and copying.

My Lords propose that vacancies among the Copyists in every Department shall be filled by boys to the utmost extent that may be found practicable. If Heads of Departments do not think such substitution of boys for Men Copyists to be practicable, the point must be considered in concert with their Lordships' Permanent Secretary and the Civil Service Commissioners, and the conclusion must be reported to the Board.

Lastly, if any doubt or difficulty is experienced in carrying out these decisions, the Permanent Head of the Department concerned should confer with their Lordships' Permanent Secretary.

My Lords desire that effect may be given in each Department to this Minute as from the 1st July last.

Let copies of this Minute be sent to each Department.

SUPPOSING the Rules come into operation from the 1st July 1886, the following examples are given in illustration of their effect:—

Bonuses.

1. A Copyist has served eight years on the 20th December 1885; he will have completed eight and a half years before the 1st July 1886, and will therefore not receive a bonus of 15*s.* until the 20th December 1886; his next bonus will be 1*l.* 10*s.*, and will be payable on the 20th June 1887.

2. A Copyist has served eight years on the 10th January 1886; he will receive a bonus of 15*s.* on the 10th July 1886; his next bonus of 15*s.* will be payable on the 10th January 1887.

3. A Copyist has served fifteen and a half years on the 20th March 1886; he will receive a bonus of 6*l.* on the 20th September 1886; his next bonus of 6*l.* 15*s.* will be payable on the 20th March 1887.

Gratuities.

COPYISTS.

Treasury Minute.

4. A Copyist has served nine and a half years on the 15th May 1886, and retires with gratuity on the 14th November 1886; he will receive a gratuity of 9 × 7*l.* = 63*l.*

If the same Copyist retires on the 15th November 1886, he will receive a gratuity of 10 × 7*l.* = 70*l.*

TABLE OF BONUSES.

Length of Service completed.	Amount of Bonus earned.	Length of Service completed.	Amount of Bonus earned.
Years.	£ s. d.	Years.	£ s. d.
$8\frac{1}{2}$	0 15 0	$14\frac{1}{3}$	5 5 0
9	0 15 0	15	5 5 0
$9\frac{1}{3}$	1 10 0	$15\frac{1}{2}$	6 0 0
10	1 10 0	16	6 0 0
$10\frac{1}{2}$	2 5 0	$16\frac{1}{2}$	6 15 0
11	2 5 0	17	6 15 0
$11\frac{1}{2}$	3 0 0	$17\frac{1}{3}$	7 10 0
12	3 0 0	18	7 10 0
$12\frac{1}{3}$	3 15 0	$18\frac{1}{2}$	8 5 0
13	3 15 0	19	8 5 0
$13\frac{1}{2}$	4 10 0	$19\frac{1}{2}$	9 0 0
14	4 10 0	20	9 0 0

And so on up to a limit of 50*l.*

ADMIRALTY.

ADMIRALTY.

The Secretary, Admiralty, to the Secretary, Civil Service Commission.

SIR, 18th December 1885.

I AM commanded by my Lords Commissioners of the Admiralty to request that you will bring the following matter under the consideration of the Civil Service Commissioners:—

Dispensers in H.M. Naval Hospitals.

The Order in Council of the 15th October 1872 fixes the pay, qualifications, &c. of Dispensers in Her Majesty's Naval Hospitals at Home and abroad. Under clause 3 of that Order in Council, Dispensers must be in possession of "certificates of either the major or the minor qualifi- "cations of the Pharmaceutical Society of *Great Britain*. The Pharmaceutical Society of Ireland was constituted three years later, under the Pharmacy Act (Ireland) 1875; and no candidate holding the qualification of that Society has applied for employment under the Admiralty until September last. There is only one qualification in Ireland, viz., that of "Pharmaceutical Chemist," whereas in Great Britain both the major and minor are registered.

It will be seen, then, that under the strict letter of the Order in Council above quoted the Pharmaceutical Chemists of Ireland are disqualified from holding situations as Dispensers in Her Majesty's Naval Hospitals, and with a view to remedy this disqualification, in what my Lords conceive to be the spirit of the Order in Council, they propose to consider them equally eligible for such posts with the candidates holding the qualifications of Great Britain. The "Pharmaceutical

ADMIRALTY.

Dispensers in H.M. Naval Hospitals.

Chemist" of Ireland should rank with the major qualification of the Pharmaceutical Society of Great Britain.

The concurrence of the Civil Service Commissioners is requested in this amendment of the Order in Council, and, should they concur, my Lords propose to seek the sanction of their Lordships of the Treasury to the change, but it is not considered that a fresh Order in Council will be required.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Admiralty.

SIR, 12th January 1886.

THE Civil Service Commissioners have had under their consideration your letter of the 18th ultimo, requesting them to concur with the Lords of the Admiralty in regarding a "Pharmaceutical Chemist" of Ireland as being in the same position with respect to eligibility under the Order in Council of 15th October 1872 for the post of Dispenser in Her Majesty's Naval Hospitals, as a person possessing the major qualification of the Pharmaceutical Society of Great Britain.

In reply, I am to acquaint you, for their Lordships' information, that on comparing the rules of the two Pharmaceutical Societies the Commissioners have themselves some doubt whether the examination prescribed for a Pharmaceutical Chemist of Ireland is equivalent to the major examination of the Pharmaceutical Society of Great Britain. So far as they can judge, it appears to be above the minor and below the major examinations of this Society. Apart, however, from this difficulty, the Commissioners, in view of the precise language of the Order in Council above quoted, viz., that "Candidates must possess certificates "of either the major or the minor qualifications of the Pharmaceutical "Society of Great Britain," are clearly of opinion that they could not grant their certificate to a candidate whose qualification was derived from the Irish Society only, unless the said Order in Council were to be formally amended for the purpose.

Should their Lordships think it advisable to take steps for procuring such an amended Order, I am to suggest that some advantage might be gained if, as is the usual practice with regard to Orders affecting the proceedings of this Board, an opportunity were given to the Commissioners for considering a draft thereof.

I have, &c.

EXCHEQUER AND AUDIT DEPARTMENT.

EXCHEQUER AND AUDIT DEPARTMENT.

Mr. C. Mallet, Exchequer and Audit Department, to the Secretary, Civil Service Commission.

SIR, 17th June 1886.

* * * * *

Necessity for certificates in cases of transfer.

The Lords Commissioners of Her Majesty's Treasury last year sanctioned the amalgamation of the Chancery Audit Branch with the establishment of the Exchequer and Audit Department, and in the exercise of the power conferred upon him by the 9th section of the 29th & 30th Vict. c. 39, the Comptroller and Auditor General promoted

Messrs. A.B. and C.D. to be Second Class Clerks of the Second Section in the Establishment of this Office. As this class, however, forms part of the Directing Branch of the Establishment, for which a scheme of examination under Class I., will, in due course, be framed, some doubt has arisen as to whether fresh Civil Service Certificates should not have been obtained by these gentlemen.

EXCHEQUER AND AUDIT DEPARTMENT.

Necessity for certificates in cases of transfer.

I am, therefore, directed to request that the Comptroller and Auditor General may be favoured with the opinion of the Civil Service Commissioners upon this point.

I have, &c.

The Secretary, Civil Service Commission, to the Comptroller and Auditor General.

SIR, 15th July 1886.

WITH reference to Mr. Mallet's letter of the 17th June, requesting the opinion of the Civil Service Commissioners on the question whether fresh certificates from this Board were required to give validity to the appointments of Mr. A.B. and Mr. C.D. to be Second Class Clerks of the Second Section on the Establishment of the Exchequer and Audit Department, I am directed to acquaint you that the opinion of the Commissioners is that certificates should have been obtained in these cases.

I have, &c.

The Chief Clerk, Exchequer and Audit Department, to the Secretary, Civil Service Commission.

SIR, 20th August 1886.

* * * * *

The Comptroller and Auditor General is not aware whether it has been the practice of the Commissioners to ante-date Civil Service Certificates, in special cases. Should they, however, see no objection to such a course, he would be glad if the certificates were so worded as to bear a retrospective and continuous effect, as from the 16th of August 1885, the day upon which Messrs. A.B. and C.D. were amalgamated with the Directing Branch of this Department.

Question of ante-dating certificates.

* * * * *

I have, &c.

Mr. E. Humphreys, Civil Service Commission, to the Comptroller and Auditor General.

SIR, 25th August 1886.

* * * * *

I am to express the regret of the Commissioners that they could not, without violating a rule which they consider it essential to maintain, give any earlier date to the certificates for Messrs. A.B. and C.D. than that on which the evidence on which they must proceed has been completed.

I have, &c.

EXCHEQUER AND AUDIT DEPARTMENT.

Mr. C. Mallet, Exchequer and Audit Department, to the Secretary, Civil Service Commission.

SIR, 7th October 1886.

Cases of absorption, amalgamation, and internal transfers.

WITH reference to the correspondence which has passed between this Department and the Civil Service Commission, relative to the granting of fresh certificates to Messrs. A.B. and C.D., two members of this Department, upon the amalgamation of the Chancery Branch with the main Office, I am directed by the Comptroller and Auditor General to inquire, for the guidance of this Department in the examination of accounts, whether he is to understand that, in the view of the Commissioners, fresh certificates may be taken to be necessary in all cases, not only of external transfer from one Office or Department to another, but also in cases of absorption, amalgamation, or transfer within the Department itself.

If no such distinct and invariable rule can be laid down, and if cases must be expected to occur which will fall to be judged on their own merits, I am to point out that the concluding paragraph of Mr. Humphreys' letter of the 25th August, in which the regret of the Commissioners is expressed "that they could not, without violating a rule which "they consider it essential to maintain, give any earlier date to the "certificates of Messrs. A.B. and C.D. than that on which the neces-"sary evidence on which they must proceed has been completed," appears to indicate the probability that every such case of transfer will give rise to a certain interval of uncertificated service, whilst the necessary correspondence between the Department interested and the Commissioners is being carried on.

Hitherto the Comptroller and Auditor General has considered it his duty to call the attention of Parliament in his Reports to all such payments as being in themselves irregular. Inasmuch, however, as other Departments (as was the case in this Department in the instances above referred to) may fail to obtain certificates before such a transfer takes place, not through inadvertence, but because it did not appear necessary or incumbent upon them, under any known rule, to apply for fresh certificates, the Comptroller and Auditor General feels that he can no longer imply censure upon a Department, in a report to Parliament, simply on account of the date affixed to a formal document.

The Comptroller and Auditor General would venture to suggest, as a possible solution of the difficulty, that, as the Commissioners cannot see their way to ante-dating certificates so as to form continuous service, it might, perhaps, be considered feasible to append a note to the new certificate, notifying that it was to take effect from the termination of the old one.

I have, &c.

The Secretary, Civil Service Commission, to the Comptroller and Auditor General.

SIR, 21st October 1886.

IN reply to Mr. Mallet's letter of the 7th instant, I am directed to state that, with every desire to assist, by an expression of their views, the Heads of Departments in regard to the scope and bearing of the Order in Council of 4th June 1870, the Civil Service Commissioners do not think it would be possible for them to indicate with certainty by any general definition all the cases to which the provisions of the Order would apply.

As you are aware, the Order itself declares that certificates are necessary in respect of *all* appointments to service in Her Majesty's Civil Establishments except in the cases falling within one or another of the three divisions of the Schedule (B.) attached to it; and the Commissioners do not think that the limits of its operation could be more succinctly stated. Questions must, no doubt, occasionally arise whether a particular Department is "one of Her Majesty's Civil Establishments," or whether a particular promotion within a Department has been made "in customary course"; but the answer must, the Commissioners think, depend for the most part upon the circumstances of each case. The Commissioners can readily understand that in some of these cases an appointment may be made under a not unreasonable impression that a certificate is not required when, in fact, it is necessary. Of course, in such cases no blame could properly be attributed to the persons responsible for the appointment; and the Commissioners would not themselves consider the authority of the Order in Council to be impaired if your report to Parliament should be so framed as to make it clear that no censure was intended.

EXCHEQUER AND AUDIT DEPARTMENT.

Cases of absorption, amalgamation, and internal transfers.

The Commissioners do not see how they could adopt the suggestion contained in the last paragraph of Mr. Mallet's letter, inasmuch as they have no authority to decide from what date any appointment is to take effect. Whatever retrospective sanction can be given to any actual though irregular employment, can only be given, the Commissioners apprehend, by the Lords of the Treasury, subject to ratification by Parliament.

I have, &c.

The Chief Clerk, Exchequer and Audit Department, to the Secretary, Civil Service Commission.

SIR, 10th November 1885.

I AM directed by the Comptroller and Auditor General to state, for the information of the Civil Service Commissioners, that in the course of the examination of the Navy Accounts for 1884–5 a question has been raised whether an Engineer of the Royal Navy borne on the books of Her Majesty's ship "President," but who has been appointed to be "Engineer Inspector" of the Gun Mounting Staff, a recently created establishment at the Admiralty, with a salary of 400*l.*, rising by annual increments of 20*l.* to 500*l.* per annum, with a London allowance of 120*l.* per annum, requires, on his appointment, a Civil Service certificate. The officer in question still continues to be borne on ships' books, and it is stated that his services will count towards Naval Pension, but will give no claim to Civil Superannuation. The question thus raised appears to the Comptroller and Auditor General to be one of importance, for a reference to Navy Estimates will show that a large number of officers and men are borne on ships' books for service on shore whose pay, during the continuance of such service, is borne upon various Navy Votes. In the case of the Admiral Superintendents and Captain Superintendents of Her Majesty's Dockyards, their pay is borne upon Vote 6 (a Civil Vote), but in no case do they obtain a Civil Service certificate. In most cases the officers and men receive Naval rates of pay and allowances; in some Naval rates of pay and allowances, with the addition of Civil allowances sanctioned by the Treasury; in the particular case adverted to at the commencement of this letter, a salary

Naval officers employed in civil capacities.

EXCHEQUER AND AUDIT DEPARTMENT.

Naval officers employed in civil capacities.

and allowance, fixed by the Treasury, in lieu of the Naval rate of pay belonging to his rank.

I am to add that the Comptroller and Auditor General would be glad to be informed whether, in such cases, the Civil Service Commissioners consider that, under the provisions of the Orders in Council, their certificates ought to be obtained.

I have, &c.

The Secretary, Civil Service Commission, to the Comptroller and Auditor General.

SIR, 9th January 1886.

IN reply to Mr. Treherne's letter of the 10th November last, inquiring whether certificates from this Board are required in the case of the employment on shore of officers of the Royal Navy who continue to be borne on ships' books and who acquire no claim, in regard of such employment, to Civil Superannuation;

I am directed to acquaint you that persons in the position described who are, the Commissioners understand, subject to the provisions of the Mutiny Act, do not, in the opinion of this Board, belong to any of "Her Majesty's Civil Establishments" within the meaning of the Order in Council of 4th June 1870, and are therefore not required to obtain certificates of qualification from this Board.

I have, &c.

FOREIGN OFFICE.

FOREIGN OFFICE.

The Secretary, Civil Service Commission, to the Under Secretary of State, Foreign Office.

SIR, 18th March 1886.

As to examining a candidate under age.

WITH reference to the case of Mr. A.B., who has been nominated as British Vice Consul at ————, I am directed by the Civil Service Commissioners to acquaint you that, although no formal inquiries have been made, it would appear from a statement made to them by the candidate, that he will not have reached the lower limit of age (25) prescribed for the appointment until the 16th November next, and I am, therefore, to inquire whether in these circumstances it is the wish of the Secretary of State for Foreign Affairs that the nomination should be withdrawn.

I have, &c.

The Under Secretary of State, Foreign Office, to the Secretary, Civil Service Commission.

SIR, 26th March 1886.

WITH reference to your letter of the 18th instant, stating that Mr. A.B. has not reached the lower limit of age prescribed for consular appointments, I am directed by the Earl of Rosebery to suggest, for the consideration of the Civil Service Commissioners, whether it would not

FOREIGN OFFICE.

As to examining a candidate under age.

be possible to examine Mr. A.B. at once, and, in the event of his qualifying, postpone the issue of the certificate until the 16th of November next, when it is understood that he will arrive at the requisite age.

Lord Rosebery urges this course upon the Commissioners for two reasons: the first, which is perhaps the less weighty one, that the candidate has undergone expense to prepare himself for the examination; the second, that, should Mr. A.B. pass, he can for three months of the period intervening between the present date and the 16th of November be employed in this office, and thus be ready to proceed to his post, where assistance is much required, on the issue of his certificate.

I have, &c.

The Secretary, Civil Service Commission, to the Under Secretary of State, Foreign Office.

SIR, 30th March 1886.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 26th instant, with reference to the case of Mr. A.B., nominated Vice-Consul at ————, in which by desire of the Earl of Rosebery you suggest, for reasons which you state, whether it would not be possible that Mr. A.B. should be examined at once, and that, in the event of his qualifying, the issue of his certificate should be postponed until he has reached in November next the prescribed minimum limit of age.

In reply, I am to request that you will state to Lord Rosebery that the Civil Service Commissioners, having given their best consideration to this proposal with every desire to meet his Lordship's wishes, can only express their regret that they do not feel at liberty to adopt the course suggested.

I have, &c.

The Under Secretary of State, Foreign Office, to the Secretary, Civil Service Commission.

SIR, 1st October 1886.

Translatorships.

I AM directed by the Earl of Iddesleigh to transmit to you a set of regulations* approved by the Treasury, under which, on the abolition of the existing post of paid Translator, the duty of translating official documents for this office will be undertaken by Clerks of the Establishment. The number of the clerks who are to be appointed to this duty is limited to three; they will be eligible after completion of one year's service, and the appointment may be held until the rank of Assistant or Acting Assistant Clerk is obtained.

Candidates for these appointments will be required to undergo an examination in which they must satisfy the Civil Service Commissioners that they possess the requisite practical knowledge of the languages in which they are examined, and that they are able to translate such languages quickly and correctly into good English. In case of two or more candidates presenting themselves for one vacancy, the examination

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* For the Regulations as finally settled, *see* next page.

FOREIGN OFFICE.

Translatorships.

becomes competitive. The qualifying languages will be either Italian, or Spanish, or Russian; in addition to which candidates must pass a test examination in German.

I am to observe that, for the work which will devolve upon the Translator, what is required as a test of their proficiency is, not so much the possession of great literary skill or an extended acquaintance with the works of foreign authors, as the ability to seize the true meaning of words and phrases in official documents, as also of articles in foreign newspapers on political subjects, and to translate the sentences correctly into English.

* * * * *

I have, &c.

The Secretary, Civil Service Commission, to the Under Secretary of State, Foreign Office.

SIR, 5th October 1886.

I AM directed to acknowledge the receipt of your letter of the 1st instant and to acquaint you, for the information of the Earl of Iddesleigh, that the Civil Service Commissioners will gladly examine, under the Regulations enclosed in your letter, such gentlemen as may from time to time be nominated to the post of Translator in the Foreign Office, and will report the result to the Secretary of State.

* * * * *

I have, &c.

The Under Secretary of State, Foreign Office, to the Secretary, Civil Service Commission.

27th October 1886.

[EXTRACT.]

"Enclosed are three copies of the latest revise of the Regulations for Foreign Office Translators, and it is requested that the copy sent with my letter of the 1st instant may be returned."

ENCLOSURE.

REGULATIONS FOR FOREIGN OFFICE TRANSLATORS.

1. These appointments, the number of which is limited to three, are open to Clerks on the establishment of the Foreign Office, after completion of one year's service, and may be held until the rank of Assistant or Acting Assistant Clerk is attained.

2. Candidates will be required to undergo an examination before the Civil Service Commissioners, and to satisfy the Commissioners that they possess the requisite practical knowledge of the languages in which they are examined, and that they are able to translate such languages quickly and correctly into good English. In the event of two or more candidates presenting themselves for one vacancy, the candidate who obtains the largest number of marks will receive the appointment. The qualifying languages will be either Italian, or Spanish, or Russian, in addition to which candidates must pass a test examination in German. The Translators will not be required to pass examinations in Dutch, Danish, Portuguese, or Swedish, unless they wish to do so; but the Secretary of State expects that they will among them acquire sufficient proficiency in those languages to make translations from them if required.

Two of these allowances cannot be permanently held by the same Translator.

3. The Translators will be expected to prepare all translations required for the use of the Foreign Office.

FOREIGN OFFICE.

Translatorships.

In case, however, of great pressure, or of documents being received in any languages other than those mentioned above, assistance may be obtained through the Civil Service Commissioners on sanction being received from the Under Secretary of State.

4. The Translators will rank according to their seniority in the Office.

5. It will be the duty of the Senior Translator, or, in his absence, of the Second Translator, to receive and distribute papers requiring translation; to superintend the work as far as may be possible; to apply to the Under Secretary of State for assistance when needed; and to arrange questions of leave, and such matters as relate to the ordinary duties of the Translators.

6. Should a Translatorship be temporarily vacated in consequence of one of the Translators becoming an Acting Assistant Clerk, or effecting a temporary exchange into the Diplomatic Service, any Clerk who is eligible, or, in case of there being no candidate among the Clerks, the member of the Diplomatic Service with whom the exchange is made, may, after examination before the Civil Service Commissioners, occupy the appointment for the period during which it is vacated, and receive the allowance attached to it.

The Secretary of State may, if he considers it desirable, appoint any Clerk who has held such an acting appointment to the next actual vacancy among the Translators without further examination.

7. In case there should be no candidate for a vacant Translatorship, or that the candidates should fail to pass the necessary examination before the Civil Service Commissioners, one or both the other Translators will be permitted, if duly qualified, to undertake temporarily the duties of the vacant appointment, and to receive the allowance attached to it, on the understanding that the vacancy will be filled up as soon as circumstances will permit.

Foreign Office, October 1, 1886.

The Secretary, Civil Service Commission, to the Under Secretary of State, Foreign Office.

SIR, 2nd November 1886.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 27th ultimo, ... and I am to request that the Commissioners may be informed whether they are right in understanding from the regulations enclosed with your letter, that the examination is to be confined to translation from the languages named, and, if not, what other tests the Earl of Iddesleigh would wish to be included.

The Commissioners further suppose that the examination in German should be similar, and that an equal degree of proficiency should be required as in other languages, although the marks obtained in it should not count in the competition.

* * * * *

I have, &c.

The Under Secretary of State, Foreign Office, to the Secretary, Civil Service Commission.

SIR, 16th November 1886.

I am directed by the Earl of Iddesleigh to acknowledge the receipt of your letter of the 2nd instant with regard to the examination for the Foreign Office Translatorships.

I am, in reply, to suggest that, with a view to ensure efficiency on the part of translators, the examination might, in addition to translations from Italian, Spanish, and Russian, include as a *voluntary* subject, some pieces of English of a suitable character for translation into those languages, the marks thus obtained being counted in the competition.

FOREIGN OFFICE.

Translatorships.

Lord Iddesleigh is further of opinion that the examination in German should be of a similar character, and that, as the Commissioners suppose, it should be a qualifying test, the marks obtained not counting in the competition.

* * * * *

I am, &c.

The Secretary, Civil Service Commission, to the Under Secretary of State, Foreign Office.

SIR, 6th December 1886.

* * * * *

I am to take this opportunity of inquiring whether as the examination in German is at present not competitive but qualifying only, and translation into German has no influence on the question of qualification, it would not be better in future either to drop this portion of the examination or to make it obligatory with a lower standard of qualification than for translation into English.

I have, &c.

The Under Secretary of State, Foreign Office, to the Secretary, Civil Service Commission.

SIR, 15th December 1886.

I AM directed by the Earl of Iddesleigh to state to you, for the information of the Civil Service Commissioners, that his Lordship agrees to the latter of the suggestions contained in your letter of the 6th instant, reporting the result of the competition for Translatorships, namely that, in future examinations, translation from English into German should be obligatory with a lower standard of qualification than for translation into English from German.

I am, &c.

INLAND REVENUE.

INLAND REVENUE.

The Secretary, Treasury, to the Civil Service Commissioners.

MY LORD AND GENTLEMEN, 29th June 1886.

Assistant Surveyorships of Taxes.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to transmit to you, for your information, copies of the undermentioned correspondence with the Inland Revenue Department relating to the promotion of Lower Division Clerks to be Assistant Surveyors of Taxes, viz.:—

1. Extract from letter from the Treasury to the Board of Inland Revenue dated the 6th of May 1886.
2. Report from the Board of Inland Revenue dated the 19th of June 1886.
3. Letter from the Treasury to the Board of Inland Revenue dated this day.

I am, &c.

INLAND REVENUE.

ENCLOSURE 1.

Treasury Chambers, 6th May 1886.

Assistant Surveyorships of Taxes.

THE Lords Commissioners of Her Majesty's Treasury have had under their consideration your Report of the 15th February last, in which my Lords are informed of the unsatisfactory result which has followed the present system adopted for filling the situations of Excise Assistant and Assistant Surveyor of Taxes.

My Lords are ready to sanction the plan recommended to be substituted for the present one, which consists in discontinuing the practice of filling vacancies in the situation of Assistant Surveyor of Taxes by special competition amongst the Excise Assistants and in promoting to such vacancies Lower Division Clerks of 10 years' full service or more; such promotion will require a special certificate from the Civil Service Commissioners, and all appointments to the Upper Division or the Staff will be made by this Board on your special recommendations which must state that the appointment is recommended, not on the ground of seniority or of efficiency, on the part of the individual, in the discharge of his duty, but because he is the fittest person to be appointed to the vacant situation.

The Commissioners of Inland Revenue.

ENCLOSURE 2.

Inland Revenue, Somerset House, W.C.,
19th June 1886.

MAY IT PLEASE YOUR LORDSHIPS,

REFERRING to your Lordships' letter of the 6th ultimo, in the second paragraph of which we are authorised (under certain specified conditions and restrictions) to promote Lower Division Clerks of 10 years' full service or more, to Assistant Surveyorships of Taxes, we beg to inquire whether service as a Boy Clerk preceding and continuous to service as a Lower Division Clerk may be reckoned towards the qualifying period of 10 years.

We have, &c.
(Signed) ALGERNON WEST.
CHAS. KEITH FALCONER.
ST. CYRES.

The Lords Commissioners of Her Majesty's Treasury.

ENCLOSURE 3.

Treasury Chambers,
29th June 1886.

MY LORD AND GENTLEMEN,

WITH reference to your report of the 19th instant, I am directed by the Lords Commissioners of Her Majesty's Treasury to acquaint you that my Lords cannot consent to allow service as a Boy Clerk, preceding and continuous to service as a Lower Division Clerk, to be reckoned towards the 10 years' service as a Lower Division Clerk required to qualify for promotion to the situation of Assistant Surveyor of Taxes.

I am, &c.
(Signed) R. E. WELBY.

The Commissioners of Inland Revenue.

TRINITY HOUSE.

TRINITY HOUSE.

The Secretary, Trinity House, to the Secretary, Civil Service Commission.

SIR,

23rd September 1886.

Schemes of examination for clerkships, &c.

I AM directed by the Board to acquaint you that, by the operation of an Order of Her Majesty in Council, dated the 16th August 1886, copy of which is enclosed, certain appointments in this House, as therein named, are to be subject to an examination by the Civil Service Commissioners, such examination to be arranged between the said Commissioners, the Trinity House, and the Board of Trade.

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The Elder Brethren thereupon direct me to request that you will be so good as to bring this matter before the Civil Service Commissioners, and to state that, besides the two classes mentioned in the Order in Council, a small number of Extra Clerks are employed, at rates of pay not exceeding 30*s.* per week, on appointment, rising by 5*s.* per week every two years to a maximum of 60*s.* per week, and five Boy Clerks, at rates of pay commencing at 15*s.* per week, rising by 1*s.* per week for every year of service, whose employment ceases at the age of 19; and for admission to these appointments the Elder Brethren also desire to have the benefit of the Commissioners' examination.

The Elder Brethren propose to nominate five candidates for each vacancy and to appoint the one recommended by the results of the examination; or, if more than one appointment is competed for on one day, then to appoint in the order of merit assigned by the Commissioners. Certificates of age, health, and character will be required with each nominee before his name is submitted to the Commissioners.

The subjects in which it would be desirable to examine competitors for Second Class Clerkships may perhaps be reserved for consultation hereafter, but for Lower Grade, Extra and Boy Clerks, the subjects set down in the Commissioners' printed Regulations for Men Clerkships in the Lower Division, Temporary Men Copyists, and Boy Clerkships in the Lower Division appear to be respectively applicable. As respects limits of age, the appointments named in the Order in Council are therein set down as over 18 and under 25 years. The lower limit will conveniently apply to the class of Extra Clerks, coinciding also with that for Temporary Men Copyists in the Public Service, and for Boy Clerkships the limits of 15 and 17 will be adopted. The uncertain interval which may sometimes occur between the declaration of a vacancy and the completion of the list of nominations, as well as the uncertainty in determining the date at which the examination shall be held, may injuriously affect a candidate if the limit of age is made dependent upon the date of examination. The Board therefore think it desirable that, as in the case of the Indian Civil Service, the age shall be taken as upon the 1st of January of the year in which the competion is held or in which the names are submitted to the Commissioners for examination.

If these general propositions are found acceptable, I am to request that you will be good enough to acquaint me with the date on which it will be convenient to the Civil Service Commissioners to examine five candidates for one vacant Extra Clerkship and 25 candidates for five vacant Boy Clerkships.

A copy of this letter has letter has been sent to the Board of Trade.

I have, &c.

ENCLOSURE.

At the Court at Osborne House, Isle of Wight,

The 16th day of August 1886.

Present:

The Queen's most Excellent Majesty in Council.

Whereas by "the Merchant Shipping Act, 1854," it was (amongst other things) enacted that Her Majesty might from time to time, by and with the advice of Her Privy Council, fix the establishment to be maintained by each of the general lighthouse authorities on account of the services of lighthouses, buoys, and beacons, or the annual or other sums to be paid out of the Mercantile Marine Fund in respect

TRINITY HOUSE.

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of such establishments, and that no increase of any establishment or part of an establishment so fixed shall be made without the consent of the Board of Trade.

And whereas Her Majesty, by Order in Council, dated the 4th day of February 1875, was pleased to fix the establishments which might be maintained by the Commissioners of Irish Lights, the Commissioners of Northern Lighthouses, and the Corporation of Trinity House of Deptford Strond (herein-after called the Trinity House) respectively, and to fix that in respect of such said establishments the aggregate amount of the salaries which under the provisions of the said Order in Council should, for the time being, be paid to the officers of the said establishments should be paid out of the Mercantile Marine Fund:

And whereas it is expedient that the establishment by the said recited Order fixed to be maintained as aforesaid by the Trinity House on account of the services of lighthouses, buoys, and beacons should be varied, and in part increased in manner herein-after appearing:

And whereas it has been made to appear that the increase to the establishment of the Trinity House mentioned herein has, in pursuance of "the Merchant Shipping Act, 1854," been made with the consent of the Board of Trade:

Now, therefore, Her Majesty, by virtue and in exercise of the power vested in Her by "the Merchant Shipping Act, 1854," and by and with the advice of Her Privy Council, is pleased to revoke as from the 24th day of December 1885, so much of the Order in Council, dated the 4th day of February 1875, as relates to the Trinity House, and to fix and doth hereby fix the establishment which may be maintained by the Trinity House as follows, that is to say:—

The establishment of the Trinity House shall as from the 25th day of December 1885 consist of the officers named in the schedule to this Order at the salaries of which the minimum annual increase and maximum are respectively mentioned in the same schedule, but the annual and triennial increments of such officers shall (except in the case of the secretary) be only granted on a certificate by the Trinity House that the preceding period of the officer's service has been distinguished by zeal, industry, and regularity; and the officers who, on the 24th day of December 1885, were on the establishment or in the service of the Trinity House, and who, on or before the 1st day of July 1886, became members of the establishment fixed by this Order, may with the consent of the Board of Trade continue to receive the salaries and allowances to which they were respectively entitled before they became members of the establishment fixed by this Order in lieu of the minimum salaries respectively mentioned in the schedule to the said Order.

Provided that, in consideration of the work to be performed by them, Messrs. Horace Smith and Arthur Owen may each receive an initial salary of 50*l.* per annum in excess of the minimum of the class to which they belong:

Provided also that the officers who, on the 24th day of December 1885, were on the establishment of the Trinity House as fixed by the Order in Council of the 4th day of February 1875, and who on the said 24th day of December 1885 were not entitled to their maximum salary, shall, on becoming members of the Establishment fixed by this Order, and if in receipt of the same rate of salary (exclusive of duty pay) as before, be entitled to their increments of salary on the same anniversaries as before:

The following provisions in respect of age, examination and appointment, shall take effect as from the 2nd day of July 1886:

Save as herein-after provided all persons appointed to Second Class Clerkships or to Lower Grade Clerkships of the Establishment of the Trinity House shall at the time of such appointment be over the age of 18 years and under the age of 25 years, and shall have previously passed before the Civil Service Commissioners such examination as may be arranged between the said Commissioners, the Trinity House, and the Board of Trade; and further that (except under special circumstances with the consent of the Board of Trade) all appointments under this Order to First Class Clerkships shall be made from the class of Second Class Clerks, and all appointments under this Order to Principal Clerkships shall be made either from the First Class or from the Second Class of Clerks:

Provided nevertheless that in exceptional cases, with the consent of the Board of Trade, appointments to the Lower Grade may be made from the body of extra Clerks in the service of the Trinity House at a minimum salary not exceeding the rate payable at the time of promotion if the age of each person so appointed did not upon his first appointment as such extra Clerk exceed 25 years and does not at the date of his subsequent promotion exceed 35 years, and if he has either served five years as extra Clerk or has passed an examination as aforesaid, and provided also that his service as an extra Clerk shall not count towards his subsequent superannuation (if any):

Provided nevertheless that in exceptional cases, and with the consent of the Board

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of Trade, appointments to Second Class Clerkships may be made from the body of Lower Grade Clerks in the service of the Trinity House at a minimum salary not exceeding the rate payable at the time of promotion if the aggregate previous service either as extra Clerk or Lower Grade Clerk of each person so appointed amounts to 10 years and if he is under the age of 35 years:

And Her Majesty, by virtue and in further exercise of the power so vested in Her as aforesaid, and by and with the advice aforesaid, is pleased to fix and doth hereby fix that the salaries enjoyed by Mr. B. E. Drayner, Assistant Secretary, Mr. E. Darvall, and Mr. F. C. Seyfang, Senior Clerks, and Mr. H. C. Davy and Mr. E. B. Hodge, 2nd Class or Assistant Clerks, on the staff of the Trinity House, as enumerated in Schedule A. to the Order in Council of the 4th day of February 1875, may continue to be paid to them respectively, up to and including the dates (not later than the 30th day of June 1886) until which the aforesaid officers may respectively have remained in the service of the Trinity House. Provided that no new appointments to Second Class Clerkships or Lower Grade Clerkships, shall, under this present Order in Council date prior to the 1st day of July 1886:

And Her Majesty, by virtue and in further exercise of the power so vested in Her as aforesaid, and by and with the advice aforesaid, is further pleased to fix and doth hereby fix that the salaries which under the provisions of this present Order in Council are for the time being payable to the Officers of the Establishment of the Trinity House shall be paid out of the Mercantile Marine Fund.

C. L. PEEL.

SCHEDULE.

ESTABLISHMENT OF THE TRINITY HOUSE.

—	Minimum.	Annual Increase.	Maximum.
	£	£	£
One Secretary - - - -	1,000	50	1,200
Three Principals (one of whom is the Accountant) - - - -	500	25	700
Four First Class Clerks - -	320	20	450
Four Second Class Clerks - -	80	15	300
Duty pay (not exceeding 100*l.* per annum to any one officer) - -	—	—	150
Four Lower Grade Clerks - -	80	15 every 3 years.	200

The Secretary, Civil Service Commission, to the Secretary, Trinity House.

SIR, 9th October 1886.

IN reply to your letter of the 23rd ultimo, I am directed to acquaint you that the Civil Service Commissioners will have much pleasure in conducting the examination of such candidates as may be presented to them for the several specified classes, and in reporting the result for the information of the Elder Brethren.

With reference to the cases of the extra Clerks and Boy Clerks, I am to state that the Commissioners will be prepared to examine the candidates, whom it is proposed now to nominate on the 28th instant, if they should receive their names and addresses about a week previously.

TRINITY HOUSE.

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The Commissioners will consider the subjects of examination and limits of age for extra Clerks and Boy Clerks to be those specified in your letter, and will assume, unless otherwise informed, that the necessary inquiries as to age, health, and character are to be made by this Department.

I have, &c.

The Secretary, Trinity House, to the Secretary, Civil Service Commission.

SIR, 26th October 1886.

IN accordance with the terms of your letter of the 9th instant, I am directed to request that you will convey to the Civil Service Commissioners the thanks of the Elder Brethren for the favourable consideration given to their proposals, and to acquaint you that as respects that part of the service which is regulated by the Order in Council of the 16th August last, they have yet to confer with the Board of Trade, but that as respects the extra Clerkship and Boy Clerkships mentioned in my letter of the 23rd September, they will be glad to proceed as early as practicable, as the services of those officers are much required.

I am thereupon to enclose to you a list* containing the names and addresses of five candidates for the appointment of extra Clerk, and to request that the Commissioners will be so good as to cause their examination to be held at as early a date as practicable. The salary of the extra Clerk to be selected will commence at 30*s.* per week, and rise by biennial increments as already explained.

As respects the five Boy Clerks, they will be paid at the same rate as those in the general public service, commencing at 14*s.* per week, instead of as set forth in my former letter. The list of candidates for these appointments is not quite complete, but it is hoped will shortly be ready for transmission.

The Elder Brethren have themselves ascertained that the five candidates for the extra Clerkships are eligible as respects age, health, and character, and they will, on this occasion, request the Commissioners to accept the names as qualified, reserving the question of future practice until the official concurrence of the Board of Trade in that and other matters shall be obtained.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Secretary, Trinity House.

SIR, 11th November 1886.

WITH reference to the pending competition for one extra Clerkship in Trinity House, I am directed by the Civil Service Commissioners to inquire whether it is the wish of the Elder Brethren that arithmetic should be an optional subject, as it is in the examination of Men Copyists, or should be obligatory, and further what relative values the Elder Brethren wish the Commissioners to assign to the five subjects of the Examination.

I have, &c.

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* Not printed.

TRINITY HOUSE.

The Secretary, Trinity House, to the Director of Examinations, Civil Service Commission.

Schemes of examination for clerkships, &c.

SIR, 22nd November 1886.

IN reply to the inquiry contained in your letter of the 11th instant respecting the examination of Men Copyists for this Service, I am directed to acquaint you that, as in the present instance, the candidates have been told beforehand that their examination would be in accordance with the subjects prescribed in the Book of Regulations (pp. 2 and 122) as for "Men Copyists," wherein arithmetic is made optional, it appears to be necessary that the result should be decided on that understanding.

The Elder Brethren, however, consider it desirable that in future cases arithmetic should be made an "obligatory" subject.

In the very simple method of examination which they have been accustomed to carry out by their own officers, the largest number of marks was given to arithmetic; and for the information of the Commissioners I am directed to inclose a schedule* of the marks attainable and attained on the last occasion, together with a set of papers* as then submitted. The number of marks was, as will be seen, very small in comparison with those used in the Commissioners' practice, and in the present instance the Elder Brethren would prefer to rely on the experience of the Commissioners as to the number to be allotted to each subject.

If it should appear that by excluding arithmetic and French a lower standard is accepted than under the former plan, it is explained by the fact that the Clerks so appointed used to be eligible for promotion to permanent Clerkships without re-examination in certain circumstances, but that now a considerable limitation is placed upon that privilege.

I have, &c.

WAR OFFICE.

WAR OFFICE.

The Secretary, Civil Service Commission, to the Under Secretary of State, War Office.

SIR, 11th January 1886.

Civil employment of soldiers before discharge.

REFERRING to Colonel Greaves' letter of the 29th July 1872, a copy of which is enclosed, I am directed by the Civil Service Commissioners to state that difficulty is experienced in a considerable number of cases where soldiers, about to complete their term of military service, apply for appointments in the prisons and other Civil departments, but are naturally unwilling to quit the one service before they are assured of immediate employment in the other.

In the case of the Prisons Department, the Commissioners understand that the exigencies of that service practically preclude the authorities from keeping wardenships vacant during the time requisite for the formal discharge of a soldier and the subsequent inquiries by this Board respecting his eligibility.

The result is that a soldier who, on being nominated, applies for his discharge cannot be sure of an appointment after he has obtained that discharge; while, on the other hand, the Civil Service Commissioners, owing to the decision conveyed by the letter above quoted, are unable to certify as to his character, &c. until they have seen his discharge.

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* Not printed.

The embarrassment which thus arises would be virtually removed if the Commissioners could, on application, receive from the War Office a statement as to the health and character of soldiers who are near the end of their term of service. It would, of course, be an additional boon to such men as have already received furlough until discharge if they might be regarded as free to take up civil employment. WAR OFFICE. Civil employment of soldiers before discharge.

The Commissioners would be glad to be informed whether, in these circumstances, the Secretary of State for War is disposed to sanction an arrangement to this effect.

I have, &c.

ENCLOSURE.

Horse Guards, War Office, S.W.,
29th July 1872.

SIR,

WITH reference to your letter of the 24th instant, relating to the health and character of the man named in the margin [Corporal A.B.],

I am directed by the Field Marshal Commanding-in-Chief to acquaint you that as this man is serving, the question of his appointment to the Convict Service cannot be entertained. Should he obtain his discharge, his character will be reported.

I have, &c.

(Signed) G. R. GREAVES, D.A.A.G. for A.G.

The Secretary, Civil Service Commission.

The Under Secretary of State, War Office, to the Secretary, Civil Service Commission.

SIR, 30th January 1886.

WITH reference to your letter of the 11th instant, relative to soldiers about to complete their term of military service, who are candidates for appointments in the Prisons and other Civil departments, I am directed to acquaint you that the Secretary of State for War agrees with the suggestion made for the purpose of enabling the Civil Service Commissioners to deal with such cases, and that, on application from the Commissioners, this Department will furnish information regarding the health and character of soldiers who are near the end of their term of service.

I am to add that, in the cases of men on furlough pending discharge, arrangements could frequently be made to expedite their discharge, or to allow of their taking up employment prior to the actual confirmation of discharge.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 21st July 1886.

I AM directed to transmit, for the information of the Lords of the Treasury, copy of correspondence which has passed between the War Office and this Department respecting a proposal that, with the view of encouraging education in the army, the Civil Service Commissioners should accept, in lieu of their own examination, a First Class Certificate of Education in a military school in the case of discharged soldiers desirous of filling certain subordinate situation in or connected with the Civil Service. Exemption of ex-soldiers from examination in certain cases.

WAR OFFICE.

Exemption of ex-soldiers from examination in certain cases.

From this correspondence it will be seen that the Commissioners are themselves inclined to think that the proposal might without disadvantage, be adopted so far as concerns the employment of Temporary Copyists; and I am now to submit for their Lordships' approval, a draft amended copy of regulations,* containing a provision for carrying it into effect. Should the proposed change be sanctioned, it would, the Commissioners understand, be notified by the military authorities in a "General Order," which would state that a certain number of the names of holders of First Class Certificates would be, from time to time, furnished by the Director-General of Military Education to the Civil Service Commissioners for registration—that when copyists were required at the War Office, application would be made for one of these soldier Copyists—and that the annual number of such applications would be about 20.

In these circumstances, as their Lordships will perceive, the addition of names to the register, being practically regulated by the extent to which employment can be found for the new class in the single Department of the War Office, would be comparatively small, while it would nevertheless, in the opinion of the military authorities, be sufficient to provide the required stimulus to study on the part of private soldiers.

I have, &c.

ENCLOSURE 1.

Military Education Division, War Office,
7th January 1886.

SIR,

I HAVE the honour, by direction of His Royal Highness the Field Marshal Commanding-in-Chief, to request that you will bring to the notice of the Civil Service Commissioners the following subject for their favourable consideration.

Soldiers on joining the army are required to attend a military school until they obtain a Certificate of Education showing that they have passed in one of four classes. Before promotion to the rank of corporal, a man must have obtained a Third Class Certificate, and to that of sergeant a Second Class Certificate. The First Class Certificate is not obligatory, except in the case of a non-commissioned officer who is granted a Commission, and may therefore, with this exception, be considered an honorary distinction.

The subjects required for a First Class Certificate are:—

Reading, from one of the most advanced school books.
Dictation, do. do.
Arithmetic, the whole subject.
Official Letter and Précis Writing.

and one, or all, of the following:—

Elements of English History.
Elements of General Geography.
Algebra, to Quadratic Equations.
Plane Trigonometry, to solution of triangles and measurement of heights and distances.
Elementary Mechanics.
Mensuration.
Practical Geometry.
Fortification.
Drawing.
Surveying.
Chemistry.
One modern language, European or Oriental.

It having been brought to notice that the numbers who try for this Certificate fall far short of what is considered desirable, owing to there being no particular advantage attached to its attainment, I have it in command to ask you if the Civil Service Commissioners would be inclined to accept the First Class Certificate as an equivalent for such of their examinations as are required for appointments suitable or non-commissioned officers and privates on the completion of their army service.

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* Not printed here.

WAR OFFICE.

Exemption of ex-soldiers from examination in certain cases.

Should this concession be granted, a great inducement would be offered to the soldier to obtain the Certificate, and the teachers would accept it as a proof that their very praiseworthy endeavours were appreciated outside the limits of the army.

I have, &c.

(Signed) E. B. JOHNSON, Director-General.

The Secretary, Civil Service Commission.

ENCLOSURE 2.

SIR, Civil Service Commission, 6th February 1886.

IN reply to your letter of the 7th ultimo, inquiring whether the Civil Service Commissioners would be inclined to accept a soldier's First Class Certificate of Education as an equivalent for such of this Board's examinations as are required for appointments suitable for non-commissioned officers and privates on the completion of their Army Service,

I am in the first place to acquaint you, for the information of His Royal Highness the Field Marshal Commanding-in-Chief, that the Civil Service Commissioners would have some difficulty in themselves defining the appointments thus described. A more serious difficulty, however, arises from the fact that in all cases presented to them under the ordinary provisions of the Order in Council of 4th June 1870, the Commissioners are precluded by the terms of the Order from accepting as satisfactory proof of a candidate's qualifications the result of any other tests than such as have been applied "by or under the directions of" this Board.

It is only in regard to cases presented under the 7th clause of the Order that the Commissioners have the power of dispensing with the evidence supplied by their own examinations; but, as will be seen by a reference to this clause, the Commissioners are not empowered to apply its provisions unless they are requested to do so not only by the Lords of the Treasury, but also by the chief of a department to which the situation proposed to be thus dealt with belongs.

I have, &c.

(Signed) HORACE MANN.

The Director-General of Military Education.

ENCLOSURE 3.

Military Education Division, War Office,
3rd March 1886.

SIR,

WITH reference to your letter, dated 6th ultimo, in reply to this office letter, concerning the First Class Certificate of Education issued by this division of the War Office, I have it in command to explain that the situations referred to as being suitable for non-commissioned officers and soldiers on discharge are as marginally noted.

Men Copyists, Prison Warders, Police Constables, Letter Carriers, Office Keepers, Messengers, Park Keepers, Park Constables, Clerks in Prisons.

As it would appear that the scope of the examination for the First Class Certificate is larger and the standard higher than is required by the Civil Service Commissioners for the situations before mentioned, His Royal Highness the Field Marshal Commanding-in-Chief hopes that, in order to encourage the men of Her Majesty's Army to seek a higher education, the Civil Service Commissioners will be good enough to move the Lords Commissioners of Her Majesty's Treasury to grant the necessary powers to enable the Civil Service Commissioners to accept the First Class Certificate of Education in lieu of their examinations for the appointments noted in the margin.

I have, &c.

(Signed) E. B. JOHNSON,
Director-General.

The Secretary to the Civil Service Commissioners.

ENCLOSURE 4.

SIR, Civil Service Commission, 17th March 1886.

I AM directed to acknowledge the receipt of your letter of the 3rd instant, requesting the Civil Service Commissioners to move the Treasury to grant the necessary powers to enable them, in the case of appointments as Men Copyists, Prison Warders Police Constables, Letter Carriers, Office Keepers, Messengers, Park

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Keeper, Park Constables, and Clerks in Prisons, to accept in lieu of their own examinations the First Class Certificates of Education issued by your Department to non-commissioned officers and soldiers on discharge.

In reply I am to state, for the information of His Royal Highness the Field-Marshal Commanding-in-Chief,—

(1.) That the Commissioners do not examine persons with a view to their admission to the London Metropolitan Police Force, which does not belong to the Civil Service of the Crown, although at the request of the Police Authorities they examine Constables and others already in the Force, with a view to their selection for promotion to higher grades.

(2.) Except in the case of Copyists, the position of the Civil Service Commissioners with regard to the Clause (7) of the Order in Council of 4th June 1870, which empowers them to dispense with examination under their own directions, precludes them from taking action in the manner proposed. It would be for the Heads of the several Departments in which appointments are to be made to present to the Treasury the case of any holder of a First Class Certificate with a view to the application of the said clause in his favour. Should the Lords of the Treasury agree to apply the clause, the Civil Service Commissioners would then have to decide whether they could dispense with examination in any or all of the subjects prescribed for these appointments; and the enclosed statement of these subjects* will afford the best indication they can at present give of their probable decision upon this point.

(3.) With regard to Registered Men Copyists, the Commissioners occupy a special position, standing, in fact, in the place of the "Chief of the Department." It would therefore fall properly within their province to take the initiative in making any proposal as to the terms upon which persons might be placed upon the register, and in view of the acknowledged expediency of employing as far as possible discharged soldiers in civil situations, the Commissioners will, in accordance with His Royal Highness's desire, address the Lords of the Treasury on the subject, and inform you of the result of the application.

I have, &c.
(Signed) HORACE MANN.

The Director-General of Military Education.

The Secretary, Treasury, to the Civil Service Commissioners.

MY LORD AND GENTLEMEN, 31st July 1886.

WITH reference to your Secretary's letter of the 21st instant, I am directed by the Lords Commissioners of Her Majesty's Treasury to state that they approve of the proposed amendment of the regulations respecting temporary Copyists in Public Departments, according to which a Military First Class Certificate of Education will be accepted by the Civil Service Commissioners as a sufficient qualification for the admission of soldiers to the register after the completion of their Army Service.

I have, &c.

The Secretary, Civil Service Commission, to the Director-General of Military Education.

SIR, 5th August 1886.

* * * * *

I am directed by the Civil Service Commissioners to acquaint you, for the information of His Royal Highness the Field Marshal Commanding-in-Chief, that the Lords Commissioners of Her Majesty's Treasury have now signified their approval of the proposal that soldiers who, subsequently to the publication of the Army Schools Regulations for 1886, have obtained the Military First Class Certificate of Education

* Not printed here.

shall, after the completion of their Army service, be eligible for registration as temporary Copyists without further literary examination.

I have, &c.

WAR OFFICE.

Exemption of ex-soldiers from examination in certain cases.

The Director-General of Military Education to the Secretary, Civil Service Commission.

SIR, 20th October 1886.

WITH reference to previous correspondence, and to your letter of the 5th August last, signifying the approval by the Lords Commissioners of Her Majesty's Treasury of the proposal that soldiers who, subsequently to the publication of the Army Schools Regulations for 1886, have obtained the Military First Class Certificate of Education, shall, after the completion of their Army service, be eligible for registration as temporary Copyists without further literary examination; I have the honour to request, for the information of His Royal Highness the Field Marshal Commanding-in-Chief and the Secretary of State for War, whether the Civil Service Commissioners would accept the First Class Certificate of Education as equivalent to their examination for Warderships in military prisons.

I have, &c.

The Secretary, Civil Service Commission, to the Director-General of Military Education.

SIR, 26th October 1886.

IN reply to your letter of the 20th instant, inquiring whether the Civil Service Commissioners would accept the First Class Certificate of Education, obtained by soldiers under the Army School Regulations for 1886, as equivalent to their examination for Warderships in military prisons, I am directed to acquaint you that, as stated in my letter of 17th March last, the Civil Service Commissioners are not able to dispense with examination under their own directions, except in cases presented to them under Clause 7 of the Order in Council of 4th June 1870.

As a general rule the Commissioners do not, until a case is thus presented, consider whether or how far they would feel justified in dispensing with such examination. In view, however, of the special circumstances under which your inquiry is made, and of the range of subjects prescribed respectively for the First Class Certificate, and for the Warders referred to, I am to state that, should the Secretary of State and the Lords of the Treasury concur in the application to any such Warders of the clause in question, the Commissioners would have no difficulty in accepting a First Class Certificate as satisfactory evidence of the candidate's qualifications in respect of knowledge and ability.

I have, &c.

The Secretary, Treasury, to the Civil Service Commissioners.

MY LORD AND GENTLEMEN, 31st December 1886.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to transmit to you herewith, for such observations as you may have to offer, a copy of a letter from the War Office, dated the 9th instant, relative to a proposal that candidates for Warderships in

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military prisons who are in possession of the First Class Army Certificate of Education, may, if presented under Clause 7 of the Order in Council of 4th June 1870, be exempted from further examination as to their fitness educationally for that position.

Judging from the information afforded by Mr. Mann's letter of the 21st July last, my Lords presume that a First Class Army Certificate of Education covers all the subjects in which a candidate for a Wardership in a military prison is examined, and, should such be the case, they see no objection to this proposal.

I have, &c.

ENCLOSURE.

SIR, War Office, 9th December 1886.

I AM directed by the Secretary of State for War to request that you will be so good as to submit to the Lords Commissioners of Her Majesty's Treasury the following proposal to which (on condition that their Lordships' sanction be first obtained) the Civil Service Commissioners and the Inspector General of Military Prisons have signified their assent, viz., that candidates for Warderships in military prisons who are in possession of the First Class Army Certificate of Education may, if presented under Clause 7 of the Order in Council of 4th June 1870, be exempted from further examination as to their fitness educationally for that position.

Mr. Secretary Smith trusts that, with a view to holding out to soldiers a prospect of employment after discharge, their Lordships will not withhold their sanction to the proposed arrangement.

I have, &c.
(Signed) H. G. DEEDES.

The Secretary to the Treasury.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 4th January 1887.

WITH reference to your letter of the 31st ultimo, I am directed to acquaint you, for the information of the Lords Commissioners of Her Majesty's Treasury, that, from inquiries which they have made, the Civil Service Commissioners are quite satisfied that the examination which a soldier has to pass in order to obtain a First Class Army Certificate of Education covers all the subjects prescribed for subordinate situations in military prisons, and that if any candidate for such situations, possessing the certificate referred to, should be presented to the Commissioners under Clause 7 of the Order in Council of the 4th June 1870 they would be prepared in such a case to dispense altogether with the educational examination.

I have, &c.

CORRESPONDENCE

RELATING TO

MILITARY EXAMINATIONS.

MILITARY EXAMINATIONS.

MILITARY EXAMINATIONS.

The Director-General of Military Education, War Office, to the Director of Examinations, Civil Service Commission.

SIR, 13th February 1886.

Question of holding preliminary examinations in foreign countries.

WITH reference to your letter of the 2nd instant, stating that Major-General A.B. wishes his son to undergo the preliminary examination for entrance to Sandhurst at a British Consulate, I have the honour, by direction of His Royal Highness the Field Marshal Commanding-in-Chief, to acquaint you, for the information of the Civil Service Commissioners, that the Secretary of State for War has decided that it is not desirable to extend to foreign countries the concession allowed to India and the Colonies in this matter.

I have, &c.

The Director-General of Military Education, War Office, to the Director of Examinations, Civil Service Commission.

SIR, 18th February 1886.

Malta University to have a certain right of nomination to Cadetships.

I HAVE the honour, by direction of His Royal Highness the Field Marshal Commanding-in-Chief, to acquaint you, for the information of the Civil Service Commissioners, that the Secretary of State for War has approved of the concession made to each of the chartered Colonial Universities, of nominating one student annually to a Cadetship at the Royal Military College, Sandhurst, being extended to the University of Malta, under the conditions laid down in para. 23 of the Royal Military College Regulations.

I have, &c.

The Director-General of Military Education, War Office, to the Director of Examinations, Civil Service Commission.

SIR, 10th November 1886.

Modification of Scheme of examination for Interpreters.

I AM directed by the Field Marshal Commanding in-Chief to forward the accompanying proposed revision of General Order 50 of 1886 (Study of Languages)* for the consideration of the Civil Service Commissioners, and to request that you will be so good as to favour me, for the information of His Royal Highness, with any observations the Commissioners may be pleased to offer.

I have, &c.

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* The revised General Order is printed on page 39.

The Director of Examinations, Civil Service Commission, to the Director-General of Military Education, War Office.

MILITARY EXAMINATIONS

SIR, 15th November 1886.

I AM directed to acknowledge the receipt of your letter of the 10th instant, enclosing, by desire of His Royal Highness the Field Marshal Commanding-in-Chief, the draft (returned herewith) of a proposed revision of General Order 50 of 1886, and requesting the observations of the Commissioners thereupon, and I am to state, for the information of His Royal Highness, that, understanding from the introduction of the exercise in reading manuscript into the oral part exclusively of the examinations that the exercise of copying MSS., which on the recent examination the Commissioners had employed as a subsidiary test of the power of reading MSS., is intended to be discontinued, the Commissioners will in future give effect to this intention, although they think there is an advantage in the double test.

Modification of Scheme of examination for Interpreters.

If the two examinations, preliminary and further, are to be retained, the Commissioners would suggest that it might be expedient to announce in the General Order that officers obtaining ·6 of the maximum at the further examination may be recorded as "passed."

Seeing, however, that it is no longer necessary to pass the preliminary before attending the further examination, but that officers may come in for the latter with the view of being recorded as having "passed" the former, it appears to the Commissioners to be worthy of consideration whether it would not be sufficient to hold one examination only at which those officers who obtained ·75 of the marks should be recorded as "qualified to be Interpreters" and those who obtained ·6 as "passed." For this common examination a maximum of 900 marks might be given, including 100 for "Questions in Grammar," although the Commissioners are themselves disposed to think that knowledge of the grammar of a living language may be tested, at least as well by translation into it as by grammatical questions.

The Commissioners have thought it their duty to offer this suggestion of a combined examination in view of the heavy expense attending any examination of this character.

I have, &c.

The Director-General of Military Education, War Office, to the Director of Examinations, Civil Service Commission.

SIR, 18th November 1886.

I AM directed by the Field Marshal Commanding-in-Chief to acknowledge the receipt of your letter of the 15th instant, and to forward herewith an amended proposed revision of G.O. 50 of 1886* embodying the suggestions the Civil Service Commissioners were pleased to make; and to request that, if only one examination is held, whether the Commissioners could make arrangements for an Officer to take up three instead of only two languages.

I am also to state that, as it would appear advisable to retain the exercise in reading manuscript, it has been bracketed with the essay.

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* The revised General Order is printed at page 39.

MILITARY EXAMINATIONS.

Modification of Scheme of examination for Interpreters.

His Royal Highness wishes me to say further, that although only one examination is now proposed it is very desirable that the nature of it be in nowise lowered, but that the standard required for an Interpreter's Certificate be of the highest character.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Director-General of Military Education, War Office.

SIR, 24th November 1886.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 18th instant, and I am to state, for the information of His Royal Highness the Field Marshal Commanding-in-Chief, that the Commissioners will have no difficulty in making such arrangements as will enable any Officer to take up three instead of only two modern languages.

* * * * *

The enclosure to your letter is herewith returned.

I have, &c.

The Under Secretary of State, India Office, to the Director of Examinations, Civil Service Commission.

SIR, 29th November 1886.

I AM directed by the Secretary of State for India in Council to inquire whether the Civil Service Commissioners will permit Officers of the Indian Army to present themselves for examinations in any European or Oriental language under the terms laid down in Horse Guards General Order 50 of 1886.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Under Secretary of State for India.

SIR, 2nd December 1886.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 29th ultimo, and to acquaint you for the information of the Secretary of State for India in Council that the Commissioners will readily admit Officers of the Indian Army to the examinations in European or Oriental languages under the terms, and subject to the restrictions, laid down in Horse Guards Order 50 of 1886, or any order on this subject that may be hereafter issued.

I am to add that the Commissioners understand that the terms of General Order 50 of 1886 will be modified for future examinations.

I have, &c.

The following is the General Order as finally settled, viz.:—

MILITARY EXAMINATIONS.

Modification of Scheme of examination for Interpreters.

GENERAL ORDERS by H.R.H. the FIELD MARSHAL COMMANDING-IN-CHIEF.

1st January 1887.

G.O. 12.—Study of Languages.

The following will be substituted for G.O. 50 of 1886, which is hereby cancelled:—

I. In order to obtain an efficient record of the names of Officers who possess a knowledge of foreign languages, and to encourage Officers to study them, the following arrangements have been made:—

II. The Civil Service Commissioners will hold examinations in London twice a year, commencing on the first Tuesday in April and the third Tuesday in October, for the purpose of examining Officers in any language, European or Oriental, they may elect to take up. No Officer, however, will be examined in more than three languages at the same examination.

III. Officers who obtain ·6 of the total marks will be noted in their record of service as "Passed" in the language, and those who obtain ·8 will be noted as qualified to be Interpreters.

IV. The maximum marks allotted at this examination will be 800, divided as follows—

Dictation	50	
Translation from the foreign language into English	100	
Translation from English into the foreign language	200	
Writing an essay or letter and copying manuscript	150	
Oral examination—Conversation, including reading manuscript at sight, and translation in writing from the foreign language into English, and from English into the foreign language, from extempore reading	300	800

V. Applications for the April examination must be sent in so as to reach the Adjutant-General not later than the 31st January, and for the October examination not later than the 15th August.

VI. Students at the Staff College who, at the final examination in French, German, or Russian, obtain ·6 of the total marks will be recorded as "Passed."

VII. Special leave of absence, for the purpose of going abroad, will be granted annually to a limited number of Officers who are recorded as having "Passed" in certain languages, in order to render themselves proficient for becoming Interpreters. This will not apply to Officers who have passed in the more ordinary European languages.

APPENDIX.

STATISTICS.

Page

TABLE A.—Number of Cases dealt with between 1st January and 31st December 1886 - - - - - -

„ B.—Number and Particulars of Competitions disposed of between 1st January and 31st December 1886 - - - -

„ C.—Comparative Statement of Cases dealt with under the Order in Council of 4th June 1870, during the years 1885 and 1886 -

„ D.—Comparative Statement of Competitive Examinations disposed of in 1885 and 1886 - - - - -

„ E.—Causes of Non-Acceptance by Departments of Men and Boy Clerks of the Lower Division, 1876 to 1885 - -

TABLE A.—Showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1886, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given.					Yet to appear, or still under Consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
																Under Scheme I.	For Lower Division.	Under Special Regulations.			
TOTALS OF ALL THE DEPARTMENTS.	30,490	5,683	1,123	21,901	1,783	3,139	125	131	34	143	1,763	3,439	1,956	11,448	1,534	13	380	1,113	3,609	178	1,485
PRELIMINARY EXAMINATIONS FOR OPEN COMPETITIONS:—																					
Class I.	*113*	–	–	*113*	–	*5*	–	–	–	–	–	47	*61*	–	–	–	–	–	–	–	–
Lower Division	*1,471*	–	–	1,471	–	142	–	–	–	–	–	803	526	–	–	–	–	–	–	–	–
Colonial Office:—Straits Settlements Cadet.	23	–	–	23	–	2	–	–	–	–	–	8	13	–	–	–	–	–	–	–	–
Customs:—Outport Clerk	213	–	–	213	–	30	–	–	–	–	–	124	59	–	–	–	–	–	–	–	–
Post Office:—Female Clerk	613	–	–	613	–	40	82	–	–	–	–	*331*	*160*	–	–	–	–	–	–	–	–
Do. Female Sorter	*448*	–	–	*448*	–	33	–	–	–	–	–	278	137	–	–	–	–	–	–	–	–
Register House Departments, Edinburgh:—Clerk.	5	–	–	5	–	1	–	–	–	–	–	–	4	–	–	–	–	–	–	–	–
War Office:—Assistant Surveyor	50	–	–	50	–	4	–	–	–	7	–	21	18	–	–	–	–	–	–	–	–
Works, Office of:—Assistant Surveyor.	34	–	–	34	–	1	–	–	–	3	–	10	20	–	–	–	–	–	–	–	–
Do. Junior Examiner.	29	–	–	29	–	3	–	–	–	3	–	12	11	–	–	–	–	–	–	–	–
OPEN COMPETITIONS UNDER SCHEME I.	214	–	–	214	–	33	–	–	–	–	–	–	–	57	–	13*	–	–	–	–	111
LOWER DIVISION:—																					
Open Competitions for Men Clerkships and Second Class Clerkships in the India Office.	2,256	–	–	2,256	–	334	–	–	–	13	–	–	–	1,733	–	–	176†	–	–	–	–
Competitions of Boy Clerks for Men Clerkships (under Clause XI. of the Order in Council of 12 Feb. 1876).	122	–	–	122	–	8	–	–	–	1	–	–	–	86	–	–	27	–	–	–	–

LOWER DIVISION—*cont.*																						
Candidates proposed for appointment under Clause VII. of the Order in Council of 4 June 1870.	27	27	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	26	-	-
Open Competitions for Boy Clerkships.	2,089	-	-	2,089	-	179	-	2	-	-	-	-	-	1,729	-	-	177	-	-	-	2	-
TEMPORARY COPYISTS:—																						
Men - - - - -	204	-	-	-	204	5	-	-	1	-	77	-	-	-	-	-	-	104	16	-	1	-
Boys - - - - -	1,511	-	-	-	1,511	193	1	1	2	-	952	-	-	-	-	-	-	160	-	-	202	-
TEMPORARY MESSENGERS:—																						
Men - - - - -	35	-	-	-	35	1	-	-	-	-	1	-	-	-	-	-	-	27	-	-	6	-
Boys - - - - -	33	-	-	-	33	-	2	-	-	-	-	-	-	-	-	-	-	31	-	-	-	-
ADMIRALTY:—																						
Accountant General of the Navy and Controller of Navy Pay.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Clerk, Higher Division - -	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Do. (promoted under Clause XVIII. of the Order in Council of 12 Feb. 1876).	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Chief Constructor, Constructor, Acting Constructor,	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-
Assistant Constructor - -	26	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	14	-
Draughtsmen at the Outports -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Pensioner Writer - - -	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-
Do. Messenger - -	12	12	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	9	-	1	-
NAUTICAL ALMANAC OFFICE:—																						
Second Class Assistant - -	17	-	-	17	-	5	-	-	-	-	-	-	-	11	-	-	-	1	-	-	-	-
NAVAL HOSPITALS:—																						
Accountant, Greenwich Hospital	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Dispenser - - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Cook, Nurse, Attendant - -	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-
Labourer - - - -	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-
OTHER NAVAL ESTABLISHMENTS, INCLUDING DOCKYARDS:—																						
Head Master, School for Engineer Students.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Dockyard Writers - - -	12	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	10	-
Do. Rigger Writers -	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
Do. Professional Writer -	4	4	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-
Do. Boy Writer - -	2	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Do. Timekeeper - -	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-
Do. Sergeant of Police -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Do. Artificer - -	250	250	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	249	-	-	-
Do. Artificer for Promotion	199	-	199	-	-	13	-	-	-	-	-	-	-	-	183	-	-	-	-	-	3	-
Engineer Student - -	195	7	-	188	-	7	1	8	-	-	5	-	-	136	38	-	-	-	-	-	-	-
Dockyard Apprentice - -	404	-	-	404	-	6	-	-	3	-	-	-	-	263	132	-	-	-	-	-	-	-
Victualling Yard Apprentice -	7	7	-	-	-	1	-	-	-	-	1	-	-	-	5	-	-	-	1	-	-	-
Lewes Naval Prison, Assistant Warder.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

* These candidates are accounted for also under the titles of the offices to which they were assigned, but they are only included once in the general total.

† Of this number one is also accounted for as a Second Class Clerk in the India Office, but is only included once in the general total.

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1886, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given.					Yet to appear, or still under Consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
																Under Scheme I.	For Lower Division.	Under Special Regulations.			
BRITISH MUSEUM:—																					
Keeper of Oriental Antiquities	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Assistant	32	1	31	-	-	6	-	1	-	1	-	-	-	17	-	-	-	-	6	1	-
Attendant	11	11	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	6	-	3
Boy Attendant	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-
BROADMOOR CRIMINAL LUNATIC ASYLUM:—																					
Clerk	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Assistant Attendant	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-
Female Attendant	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-
CHARITY COMMISSION:—																					
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
CHELSEA HOSPITAL:—																					
Nurse	18	18	-	-	-	1	1	1	-	4	-	-	-	-	-	-	-	-	11	-	-
CIVIL SERVICE COMMISSION:—																					
Junior Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Permanent Assistant to the Examiners.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
COLLECTOR GENERAL OF RATES' OFFICE (IRELAND):—																					
Junior Clerk	3	-	3	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	1	-	-
COLONIAL OFFICE:—																					
Straits Settlements Cadet	35	-	-	35	-	4	-	-	-	-	-	-	-	28	-	-	-	3	-	-	-

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TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1886, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given.				Yet to appear, or still under Consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
																Under Scheme I.	For Lower Division.	Under Special Regulations.			
FOREIGN OFFICE—*cont.*																					
CONSULAR SERVICE:—																					
Consul	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Vice-Consul	7	7	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	4	-	2
Clerk in Consulate	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
Consular Assistant for Examination in Law.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Student Interpreter	56	-	-	56	-	7	-	-	-	-	-	-	-	44	-	-	-	5	-	-	-
Constable, Messenger	3	3	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	1
GIBRALTAR CIVIL ESTABLISHMENTS:—																					
Supplementary Clerk	6	-	6	-	-	-	-	-	-	-	-	-	-	2	4	-	-	-	-	-	-
HOME OFFICE:—																					
Clerk	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-
Inspector of Factories and Workshops.	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
Inspector of Mines	2	2	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-
INDIA, CIVIL SERVICE:—																					
Open Competition of June 1886	219	-	-	219	-	15	-	1	-	-	-	-	-	165	38	-	-	-	-	-	43
Periodical Examinations of Selected Candidates.	124	-	-	124	-	-	-	-	-	-	-	-	-	-	81	-	-	-	-	-	-
Final Examination of Selected Candidates.	39	-	-	39	-	-	-	-	-	-	-	-	-	-	-	-	-	38	-	-	1
INDIA FOREST SERVICE:—																					
Candidates for entry	21	-	21	-	-	-	-	-	-	-	-	-	-	13	8	-	-	-	-	-	-
INDIA OFFICE:—																					
Second Class Clerk	3	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	-
Messenger	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

INLAND REVENUE:—																						
Clerk in Solicitor's Office	29	-	-	29	-	10	-	-	-	-	-	-	-	18	-	-	-	1	-	-	-	-
Assistant Surveyor of Taxes	35	-	-	35	-	6	-	-	-	1	-	-	-	25	-	-	-	-	-	3	-	-
Assistants of Excise	1,539	-	-	1,539	-	272	1	11	-	-	-	-	-	1,046	-	-	-	122	-	35	52	-
Office-keeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Messenger	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-
Warehouseman, Stamper	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-
IRISH LAND COMMISSION:—																						
Temporary Clerk, Solicitor's Office.	2	2	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	-	-
Messenger	3	3	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	1	-	-	-
JAMAICA CIVIL SERVICE:—																						
Third Class Clerk	7	-	-	7	-	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-
LOCAL GOVERNMENT BOARD (ENGLAND):—																						
Clerk	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-
Clerk in charge of Accounts	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Hall Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LORDS, HOUSE OF:—																						
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
LUNATIC ASYLUMS (IRELAND):—																						
INSPECTOR'S OFFICE:—																						
Messenger	2	2	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
METROPOLITAN POLICE:—																						
COMMISSIONERS' OFFICE:—																						
Clerk	10	-	10	-	-	1	-	-	-	-	-	-	-	6	3	-	-	-	-	-	-	-
Constables, &c. for Promotion	305	305	-	-	-	2	-	-	-	-	40	-	-	-	259	-	-	-	-	-	-	4
RECEIVER'S OFFICE:—																						
Clerk	4	1	3	-	-	1	-	-	-	-	-	-	-	1	2	-	-	-	-	-	-	-
METROPOLITAN POLICE COURTS:—																						
Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-
Assistant Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-	-
Usher, Messenger	11	11	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MILITARY ENTRANCE EXAMINATIONS:—																						
Preliminary Examinations	2,469	-	-	2,469	-	235	-	-	2	-	-	1,419	813	-	-	-	-	-	-	-	-	-
ROYAL MILITARY ACADEMY AND ROYAL MARINE ARTILLERY:—																						
Candidates for entry	425	-	-	425	-	34	-	-	-	-	-	244	-	27	120	-	-	-	-	-	-	-
DIRECT COMMISSIONS IN THE ROYAL ENGINEERS AND ROYAL ARTILLERY:—																						
Preliminary Examination	182	-	-	182	-	51	-	-	-	-	-	56	75	-	35	-	-	-	-	-	-	-
Further Examination	75	-	-	75	-	2	-	-	-	-	-	-	-	38	-	-	-	-	-	-	-	-

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1886, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons																
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given.						Yet to appear, or still under Consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.		
																Under Scheme I.	For Lower Division.	Under Special Regulations.				
MILITARY ENTRANCE EXAMINATIONS—*cont.*																						
ROYAL MILITARY COLLEGE AND ROYAL MARINE LIGHT INFANTRY:—																						
Ordinary Candidates for entry, including those eligible for West India Regiments only.	1,195	-	-	1,195	-	48	-	-	-	2	-	2	-	411	228	-	-	-	-	-	474	
University Candidates for entry	93	-	-	93	-	3	-	-	-	2	-	4	1	30	24	-	-	-	-	-	29	
Queen's Cadets, &c.	34	34	-	-	-	-	-	-	-	-	4	-	-	-	14	-	-	-	-	-	16	
LIEUTENANTS OF MILITIA:—																						
Examined for Commissions in the Army.	302	302	-	-	-	62	-	-	-	-	22	74	25	-	119	-	-	-	-	-	-	
MALTA FENCIBLE ARTILLEY:—																						
Candidates for entry	7	-	7	-	-	4	-	-	-	-	-	-	-	2	1	-	-	-	-	-	-	
ARMY OFFICERS EXAMINED IN MODERN LANGUAGES:—																						
Preliminary Examination	50	50	-	-	-	11	-	-	-	-	-	6	33	-	-	-	-	-	-	-	-	
Further Examination	17	17	-	-	-	2	-	-	-	-	6	-	-	-	9	-	-	-	-	-	-	
MILITARY PRISONS' DEPARTMENT:—																						
Warder, Assistant Warder	11	11	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	9	-	1	
Night Watchman	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
MINT:—																						
Stoker and Engine Driver	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Boy Workman	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	
MELBOURNE BRANCH:—																						
Foreman	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	
Balance Mechanician	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
SYDNEY BRANCH:—																						
Boy Workman	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	

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TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1886, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given.				Yet to appear, or still under Consideration.
																After Open Competition or Open Selection.				
																Under Scheme I.	For Lower Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.
POST OFFICE—*cont.*																				
Skilled Linemen	35	35	-	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-	31	-	1
Junior Mechanic	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Tube Attendant	26	26	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-	-	21	-	1
Postman or Sorter (London, Edinburgh, and Dublin).	1,007	1,007	-	-	-	32	1	15	1	39	411	-	-	-	-	-	-	-	437	-	71
Suburban Postman (London)	176	176	-	-	-	1	-	-	-	1	15	-	-	-	-	-	-	-	155	-	4
Postman (Provincial)	1,382	1,382	-	-	-	-	5	3	9	6	24	-	-	-	-	-	-	-	1,262	-	73
Postwoman	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Porter, Labourer	84	84	-	-	-	4	-	2	1	-	16	-	-	-	-	-	-	-	56	-	5
PRISONS DEPARTMENT (ENGLAND):—																				
Compounder	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Engineer	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Steward's Porter, Assistant Messenger.	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1
Subordinate Officer, Division I.	131	131	-	-	-	10	2	-	1	-	6	-	-	-	-	-	-	-	95	-	17
Ditto Division II.	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	1
Assistant Matron	54	54	-	-	-	3	5	-	-	-	4	-	-	-	-	-	-	-	40	-	2
PRISONS DEPARTMENT (SCOTLAND):—																				
Clerk of Works	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Foreman of Works	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Warder (Male)	16	16	-	-	-	1	-	-	-	2	4	-	-	-	-	-	-	-	8	-	1
Do. (Female)	6	6	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	4	-	1
PRISONS SERVICE (IRELAND):—																				
Warder, Temporary Warder	21	21	-	-	-	1	-	2	-	2	-	-	-	-	-	-	-	-	11	-	5
Assistant Matron	12	12	-	-	-	1	-	1	-	1	-	-	-	-	-	-	-	-	6	-	3
Boy Messenger	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-

PRIVY COUNCIL OFFICE:—																					
Clerk, Higher Division (promoted under Clause XVIII. of the Order in Council of 12 Feb. 1876).	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Council Chamber Keeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Messenger	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AGRICULTURAL DEPARTMENT:—																					
Travelling Inspector	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
PUBLIC WORKS OFFICE (IRELAND):—																					
Shorthand Clerk, Solicitor's Office	27	-	-	27	-	7	-	-	-	-	-	-	-	19	-	-	-	1	-	-	-
Pier and Quay Master, Kingstown Harbour.	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-
RECORD OFFICE (ENGLAND):—																					
Workman	3	3	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	2	-	-
RECORD OFFICE (IRELAND):—																					
First Class Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
REGISTER HOUSE DEPARTMENTS (EDINBURGH):—																					
Third Class Clerk	5	-	-	5	-	1	-	-	-	-	-	-	-	3	-	-	-	1	-	-	-
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
REGISTRAR GENERAL'S OFFICE (ENGLAND):—																					
Boy Messenger	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
SCIENCE AND ART DEPARTMENT:—																					
Assistant Geologist	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Clerk Attendant at the National Art Training School.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Attendant	3	3	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	1	-	-
Boy Attendant	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
SCOTLAND, OFFICE OF SECRETARY FOR:—																					
Assistant Under Secretary	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Messenger	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-
SCOTCH EDUCATION DEPARTMENT:—																					
Clerk	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
Sub-Inspector of Schools	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Inspector's Assistant	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4
SUPREME COURT OF JUDICATURE (ENGLAND):—																					
First Class Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Second Class Clerk	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
Third Class Clerk	6	6	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	3	-

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1886, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given.				Yet to appear, or still under Consideration.
																After Open Competition or Open Selection.				
																Under Scheme I.	For Lower Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
SUPREME COURT OF JUDICATURE (ENGLAND)—*cont.*																					
PROBATE, DIVORCE, AND ADMIRALTY DIVISION:—																					
Clerk	12	12									2								4		6
Temporary Writing Clerk	2	2																	2		
PAY OFFICE:—																					
Deputy Assistant Paymaster	1	1																		1	
Clerk, Higher Division (promoted under Clause XVIII. of the Order in Council of 12 Feb. 1876).	1	1																		1	
SUPREME COURT OF JUDICATURE (IRELAND):—																					
Second Class Clerk	3	3							1		2								1		
Messenger	2	2																	1		
TEMPORARY COMMISSIONS:—																					
Chief Clerk	1	1									1								2	1	
Clerk	6	6									1								2		
Office Keeper, Messenger	3	3																		1	
TRADE, BOARD OF:—																					
Clerk, Upper Division	3	2		1												1				2	
Labour Correspondent, Commercial Department.	1	1																		1	
Engineer Surveyor	2	2																			
Nautical Surveyor	2	2																	2	2	
Assistant Lightkeeper, Bahamas	2	2																			

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TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year from January 1 to December 31, 1886.

(i.)—OPEN COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
OPEN COMPETITIONS UNDER SCHEME I.	1	13	103	32	71	57	14*
OPEN COMPETITIONS FOR MEN CLERKSHIPS, LOWER DIVISION, AND FOR SECOND CLASS CLERKSHIPS IN THE INDIA OFFICE.	3	175	2,255	347	1,908	1,733	175
COMPETITIONS OF BOY CLERKS FOR MEN CLERKSHIPS OF THE LOWER DIVISION, under the Provisions of Clause XI. of the Order in Council of 12 February 1876.	3	27	122	9	113	86	27
OPEN COMPETITIONS FOR BOY CLERKSHIPS, LOWER DIVISION.	3	179	2,089	181	1,908	1,729	179†
ADMIRALTY:—							
Assistant in the Nautical Almanac Office.	1	1	17	5	12	11	1
Engineer Students	1	36	188	16	172	136	36
Dockyard Apprentices	1	132	404	9	395	263	132
COLONIAL OFFICE:—							
Straits Settlements Cadet	1	3	35	4	31	28	3
COUNTY SURVEYORS (IRELAND).	2	2	15	3	12	10	2
CUSTOMS:—							
Second Class Clerk at the Outports.	1	10	266	84	182	172	10
Out-door Officers	3	190	3,848	710	3,138	2,940	198‡
FOREIGN OFFICE:—							
Student Interpreter	1	5	56	7	49	44	5
INDIA CIVIL SERVICE:—							
Open Competition for Entrance.	1	38	219	16	203	165	38
Selected Candidates, Periodical Examinations.	2	—	81	—	81	—	81
Selected Candidates, Final Examination.	1	—	39	1	38	—	38
INLAND REVENUE:—							
Clerk, Solicitor's Office	1	1	29	10	19	18	1
Assistant Surveyor of Taxes	1	3	34	6	28	25	3
Assistants of Excise	2	130	1,419	241	1,178	1,048	130§

* One of these declined the appointment offered to him.
† For two of these no certificate had been granted up to the 31st December 1886.
‡ Eight of these candidates declined the appointments offered to them, and for 22 no certificate had been granted up to the 31st December 1886.
§ For 50 of these candidates no certificates had been granted up to the 31st December 1886.

TABLE B (i).—OPEN COMPETITIONS—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
JAMAICA CIVIL SERVICE:—							
Clerks	1	*	7	—	7	—	*
MILITARY ENTRANCE EXAMINATIONS:—							
ROYAL MILITARY ACADEMY, WOOLWICH:—							
Candidates for entry	2	120	425	34	391	271	120
OPEN COMPETITION FOR DIRECT COMMISSIONS IN THE ENGINEERS AND ARTILLERY.	1	35	75	2	73	38	35
ROYAL MILITARY COLLEGE, SANDHURST:—							
Ordinary Candidates for entry, including those eligible for West India Regiments only.	2	228	721	50	671	443	228
University Candidates for entry.	2	24	64	5	59	35	24
POST OFFICE:—							
Male Telegraph Learner (London and Dublin).	3	220	1,177	201	976	739*	237†
Female Clerk	1	60	313	25	288	227	61‡
Female Telegraph Learner (London).	1	80	836	67	769	686	83§
Female Sorter	1	15	180	6	174	159	15‖
PUBLIC WORKS OFFICE (IRELAND):—							
Shorthand Clerk, Solicitor's Office.	1	1	27	7	20	19	1
REGISTER HOUSE DEPARTMENTS (EDINBURGH):—							
Third Class Clerk	1	1	5	1	4	3	1
WAR OFFICE:—							
Assistant Surveyor	1	8	33	4	29	21	8
WOODS, OFFICE OF:—							
Draughtsman	1	1	75	17	58	57	1
WORKS, OFFICE OF:—							
Junior Examiner	1	2	23	4	19	17	2
Assistant Surveyor	2	5	26	7	19	14	5
Clerk of Works (England and Scotland).	3	4	47	19	28	24	4

* The number of vacancies was not stated.

† Seventeen of these declined the appointments offered to them, and for 81 no certificates had been granted up to the 31st December 1886.

‡ One of these declined the appointment offered to her, and for 10 no certificates had been granted up to the 31st December 1886.

§ Three of these declined the appointments offered to them, and for 56 no certificates had been granted up to the 31st December 1886.

‖ For one of these candidates no certificate had been granted up to the 31st December 1886.

TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year from January 1 to December 31, 1886—*continued.*

(ii.)—LIMITED COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors		
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.	
					Total.	Unsuccessful.	Successful.
ADMIRALTY:—							
Artificers for Promotion	16	*	196	13	183	*	*
BRITISH MUSEUM:—							
Assistants	7	6	31	8	23	17	6
COLLECTOR GENERAL OF RATES OFFICE (IRELAND):—							
Junior Clerk	1	1	3	—	3	2	1
CONSTABULARY, ROYAL IRISH:—							
Cadets	2	6	25	6	19	13	6
Constables for Promotion	1	*	48	2	46	*	*
CUSTOMS:—							
Second Class Clerk at the Outports.	1	20	233	70	163	143	20
FOREIGN OFFICE:—							
Clerks	1	1	6	—	6	5	1
Clerk to act as Translator	2	2	7	2	5	3	2
Attachés	2	5	18	—	18	13	5†
GIBRALTAR CIVIL ESTABLISHMENTS:—							
Supplementary Clerk	1	*	6	—	6	*	*
INDIA FOREST SERVICE —							
Candidates for entry	1	8	21	—	21	13	8
MALTA FENCIBLE ARTILLERY:—							
Candidates for entry	1	1	7	4	3	2	1
METROPOLITAN POLICE:—							
COMMISSIONERS' OFFICE:—							
Clerk	2	3	10	1	9	6	3
Constables, &c. for Promotion	34	*	301	2	299	40	*
RECEIVER'S OFFICE:—							
Clerk	1	1	3	1	2	1	1
NATIONAL EDUCATION OFFICE (IRELAND):							
Inspectors	4	6	25	3	22	16	6
NAVY:—							
Naval Cadets	2	113	299	51	248	135	113
Assistant Clerks	2	19	113	9	104	85	19
TRADE, BOARD OF:—							
MERCANTILE MARINE OFFICES:—							
Temporary Clerk	2	8	18	2	16	8	8
Boy Clerk	2	5	21	7	14	9	5
TRINITY HOUSE:—							
Extra Clerk	1	1	5	—	5	4	1
Boy Clerk	1	2	10	1	9	7	2

* In these cases the number of vacancies was not stated.
† For three of these no certificates had been granted up to the 31st December 1886.

The following Competitions were in progress on 31st December 1886, but had not been finally disposed of.

Department, &c.	Number of Competitions.	Number of Situations to be competed for.	Number of Competitors.
OPEN COMPETITION UNDER SCHEME I.	1*	—	111
ADMIRALTY:—			
Artificers for Promotion - - -	1	†	8
INDIA CIVIL SERVICE:—			
Selected Candidates, Periodical Examination.	1*	—	43
METROPOLITAN POLICE:—			
Constables, &c. for Promotion - -	2	†	4
MILITARY ENTRANCE EXAMINATIONS:—			
Royal Military College, Sandhurst:—			
Ordinary Candidates for entry - -	1*	113	474
University Candidates for entry - -	1*	12	29

* These were Open Competitions.
† In these cases the number of vacancies was not stated.

Table C.—Comparative Statement of the Cases dealt with under the Order in Council of 4th June 1870 during the years 1885 and 1886.

—	1885.	1886.
Candidates who were passed and certificated - -	5,987	5,242
„ who were rejected on literary examination -	1,390	1,676
„ who were ineligible in respect of age -	63	124
„ who were ineligible in respect of health -	146	89
„ who were ineligible in respect of character	37	28
„ who were unsuccessful in competition -	9,463	10,005
„ who passed preliminary test examinations	1,337	1,009
„ who failed in preliminary test examinations	1,931	1,634
„ who did not proceed to examination -	2,658	2,719
	23,012	22,526

TABLE D.—STATEMENT of COMPETITIONS, OPEN AND LIMITED, disposed of in 1885 and 1886.

DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Situations competed for.		Competitors.	
	1885.	1886.	1885.	1886.	1885.	1886.
Under the Order in Council of June 4th, 1870—						
†Under Scheme I.	1	1	13	13	83	103
†Men Clerkships, Lower Division, and Second Class Clerkships, India Office	3	3	201	202	2,455	2,377
†Boy Clerkships, Lower Division	3	3	142	179	1,608	2,089
†Admiralty:—Assistant in the Nautical Almanac Office	—	1	—	1	—	17
†Admiralty:—Architectural Draughtsman	1	—	1	—	3	—
†Admiralty:—Accountant Clerk at Out-Ports	1	—	1	—	11	—
Admiralty:—Dockyard Writer	6	—	23	—	232	—
British Museum:—Assistant	3	7	3	6	12	31
†Customs:—Out-door Officer	1	3	40	190	1,584	3,848
Customs:—Second Class Clerk, Out-Ports:						
1. †Open Competition	—	1	—	10	—	266
2. Limited Competition	—	1	—	20	—	233
Foreign Office:—Clerk	1	1	1	1	8	6
Foreign Office:—Attaché	2	2	6	5	25	18
†Foreign Office:—Student Interpreter	1	1	3	5	64	56
†Inland Revenue:—Clerk, Solicitor's Office, London	1	1	1	1	13	29
†Inland Revenue:—Assistant Surveyor of Taxes	—	1	—	3	—	34
†Inland Revenue:—Assistant of Excise	1	2	70	130	1,465	1,419
Lancaster, Duchy of:—Clerk	2	—	2	—	12	—
National Education Office, Ireland:—Inspector's Assistant	1	—	2	—	22	—
National Education Office, Ireland:—Boy Messenger	1	—	1	—	2	—
†Patent Office:—Assistant Examiner	1	—	9	—	75	—
Post Office:—Clerk in the chief offices of the Metropolitan Sorting Offices	2	—	12	—	68	—
†Post Office:—Female Clerk	2	1	110	60	741	313
Post Office:—Female Returner	2	—	5	—	10	—
†Post Office:—Telegraph Learner { Male	4	3	210	220	1,397	1,177
Female	4	1	206	80	2,265	836
†Post Office:—Sorter { Male	1	—	18	—	111	—
Female	2	1	120	15	219	180
†Public Works Office, Ireland:—Shorthand Clerk, Solicitor's Office	—	1	—	1	—	27
†Register House Departments, Edinburgh:—Clerk	1	1	1	1	5	5
†Science and Art Department:—Junior Assistant (Art Branch and Science Branch)	2	—	3	—	7	—
†War Office:—Assistant Surveyor, Royal Engineer Department	1	1	9	8	25	33

† Competitions marked thus (†) were open competitions.

TABLE D.—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Situations competed for.		Competitors.	
	1885.	1886.	1885.	1886.	1885.	1886.
†Woods, Office of:—Junior Clerk	1	—	2	—	43	—.
†Woods, Office of:—Draughtsman	—	1	—	1	—	75
†Works, Office of:—Assistant Surveyor	—	2	—	5	—	26
†Works, Office of:—Junior Examiner	—	1	—	2	—	23
†Works, Office of:—Clerk of Works	—	3	—	4	—	47
Not under the above-mentioned Order—						
†Admiralty:—Engineer Student and Student in Naval Construction	1	1	28	36	188	188
†Admiralty:—Apprentice in H.M. Dockyards	1	1	136	132	455	404
Collector General of Rates Office, Dublin:—Clerk	—	1	—	1	—	3
†Colonial Office:—Eastern Cadet	1	1	3	3	22	35
†County Surveyor, Ireland	1	2	1	2	15	15
Gibraltar Civil Establishments:—Supplementary Clerk	—	1	—	‡	—	6
†High Court of Justice, Ireland:—Clerk	1	—	3	—	124	—
†India Civil Service	1	1	43	38	220	219
India Forest Service	1	1	‡	8	15	21
†Jamaica Civil Service:—Clerk	1	1	‡	‡	12	7
Metropolitan Police:—Clerk, Commissioner's Office	—	2	—	3	—	10
Metropolitan Police:—Clerk, Receiver's Office	—	1	—	1	—	3
National Education Office, Ireland:—Inspector	1	4	1	6	10	25
†Royal Engineers and Royal Artillery:—Direct Commissions	—	1	—	35	—	75
Royal Irish Constabulary:—Cadet	1	2	3	6	11	25
†Royal Military Academy, Woolwich	3	2	161	120	517	425
†Royal Military College, Sandhurst	2	2	253	252	887	785
Royal Malta Fencible Artillery	—	1	—	1	—	7
Royal Navy:—Cadet	2	2	78	78	251	299
Royal Navy:—Assistant Clerk	2	2	13	13	84	113
Trade, Board of, Mercantile Marine Offices:—Temporary Clerk	—	2	—	8	—	18
Boy Clerk	—	2	—	5	—	21
Trinity House:—Extra Clerk	—	1	—	1	—	5
Boy Clerk	—	1	—	2	—	10

† Competitions marked thus (†) were open competitions.
‡ The number of vacancies in these cases was not stated.

TABLE E.—Showing the CAUSES of NON-ACCEPTANCE by DEPARTMENTS of MEN CLERKS and BOY CLERKS assigned to them (1876–1886).

Cause of Non-acceptance.	Men Clerks.	Boy Clerks.
Inefficiency - - - - -	21	27
Offences against official rules, &c. - -	2	2
Health unsatisfactory - - - -	41	39
Character unsatisfactory - - - -	2	1
Age unsatisfactory (too near the higher limit)* -	—	6
,, (too low for special duties) -	1	—
Inability to take up appointment - - -	1	2
Cause not stated - - - - -	2	—
	70	77

* The inconvenience arising from this cause was explained in the 24th Report.

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THIRTY-SECOND REPORT

OF

HER MAJESTY'S CIVIL SERVICE COMMISSIONERS,

WITH

APPENDIX.

Presented to both Houses of Parliament by Command of Her Majesty.

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THIRTY-SECOND REPORT.

MAY IT PLEASE YOUR MAJESTY,

WE, Your Majesty's Civil Service Commissioners, humbly offer to Your Majesty this our Thirty-second Report, relating to the examinations held under our directions during the year 1887.

By an Order of Your Majesty in Council the place on this Board vacated by the death of Mr. Walrond, which was referred to in our last Report, has been filled by the appointment of Mr. W. J. Courthope, one of the signatories of this Report.

In the early part of the present year, to our great regret, the Earl of Strafford resigned the First Commissionership on our Board, over which, though receiving no salary, he had presided with great efficiency for eight years.

Number of cases dealt with in 1887.

The total number of cases dealt with by us in the year 1887 was 25,733,* which may be distributed under the following heads:—

I. Cases falling under the Order in Council of June 4th, 1870		18,735
II. Cases not falling under this Order, viz.:—		
(*a.*) For Home Services	1,212	
(*b.*) For Indian Services	359	
(*c.*) For Military Services	4,922	6,998
(*d.*) For Naval Services	435	
(*e.*) For Colonial Services	70	
Total		25,733

Compared with the year 1886 these figures show a decrease, under head I., of 3,791, and an increase, under head II., of 519 the result in the aggregate being a decrease of 3,272. The decrease is mainly due to the suspension of some of the most important examinations referred to hereafter.

HOME SERVICES.

Competitions in 1887.

During the year under review the results of 53 competitions (excluding the Indian, Military, Naval, and Colonial Services) were announced, of which 29 were Open Competitions.

Clerkships (Class I.).

Of these, one was for Clerkships belonging to "Class I." in the Civil Service. At the preliminary test examination (which was decided in 1886) 108 candidates attended; at the competitive examination, 89. Five of these 89 have received appointments.

During the last sixteen years 217 vacancies have been filled in this class of situations by Open Competition. The total number

* In this and similar statements a candidate who appeared twice (or oftener) is counted as two (or more) candidates.

of competitors for these vacancies was 1,034, being in the proportion of more than four to one. Of this number, 90, who received offers of appointments, declined them; the situations thus falling to other candidates lower on the list of qualified competitors.

The following is a list of 185 Clerkships so filled:—

Clerkships in the—	
Admiralty	23
Civil Service Commission	7
Colonial Office	10
Home Office	5
India Office	11
Local Government Board (England)	9
Do. do. (Ireland)	5
Lunacy Commission	2
Patent Office	7
Post Office (Secretary's Branch)	54
Record Office (England)	14
Do. (Ireland)	9
Trade, Board of	3
Treasury	7
War Office	19
	185

The 32 remaining situations were those of Assistant Surveyor of Taxes, which have been filled, since 1880, by means of special competitions or by the selection of persons previously serving in the Inland Revenue Department.

Of the 217 vacancies above mentioned, 97 existed at the date of the examinations; and 120, which occurred afterwards, were filled up under the rule which provides for vacancies occurring within a limit of six months prospectively.

LOWER DIVISION.

Lower Division Clerks are now employed in 59 Departments; Men Clerks in all, Boy Clerks in 12 only.

Competitive examinations for Men Clerkships.

Two competitions were held in 1887 for Men Clerkships of this grade, combined with Second-class Clerkships in the India Office. The number of vacancies offered was 78; one of which only was in the India Office. For these vacancies 1,198 candidates were examined; being fifteen candidates for each vacancy. Since the Lower Division was established 16,482 candidates have been examined for 2,341 places, making an average of seven candidates for each place, all of whom had, before competing, passed a preliminary test examination.

Preliminary test examinations for Men Clerkships.

At the two preliminary test examinations, of which the results appear in the Appendix to this Report, 966 persons attended, and 383 reached the standard of qualification. For the whole period since the Lower Division was constituted, the aggregate is 12,798 examined, and 5,539 passed. Consequently, on the average of these twelve years, about 43·3 per cent. of the candidates have passed, and about 56·7 per cent. have failed to pass, the preliminary test. The proportion of failures which

during the years 1883–85 had reached 63 per cent., fell slightly in 1886, viz., to 60 per cent., at which figure it remained in 1887.

Number of appointments in the twelve years 1876–1887.

The entire number of Lower Division Clerks appointed since the date (12th February 1876) of the Order in Council which created the Division was, at the end of *last* year, 3,098; including 586 exceptionally appointed, chiefly under the provisions of Clause XII. of that Order from the class of Temporary Writers.

Assignments for temporary duty.

The number of Lower Division Men Clerks assigned during the year 1887 for temporary duty was 12; and the number returned from temporary duty, nine. Five of these were assigned for permanent duty in other Departments within a month and the remainder within four months after the completion of their temporary employment.

Transfers.

Twenty-two Men Clerks were transferred from one Department to another in 1887. The entire number of such transfers since the Order in Council of February 1876 is 303.

Probation.

Nine Men Clerks were rejected on probation in 1887 by the Departments to which they had been severally allotted. In eight of these cases the ground of rejection was physical, the candidates having failed to satisfy the Medical Officer of such Department of their fitness for the work thereof. To five of the eight we, after consulting our own medical adviser, granted a fresh trial in some other Department, but three were removed from the list as unfit for the Service generally. One Clerk was reported as unsuitable on other grounds for the particular Department to which he was assigned, but has already been sent to another Department. Out of the whole number (3,098) who have been admitted on probation, 79 have been rejected, of whom 59 were allowed further trials, which, so far as is at present known, have in no case proved unsatisfactory. The reasons for the rejections are given in detail at p. 42 of the Appendix.

Choice amongst Departments.

Under the rule laid down in 1884, by which Lower Division Clerks are allowed to name the Departments in which they would prefer to serve, it was found to be possible last year to give effect to these preferences in 131 cases. In 31 cases, however, it was necessary to disregard them in order to meet the exigencies of the Public Service. No Clerk, however, has been forced to serve in any particular Department unless all above him on the list had declined to serve there.

Boy Clerks.

One examination for Boy Clerkships of the Lower Division was held in 1887. The number of boys to be selected was 63; and 835 candidates presented themselves. The aggregate numbers for the twelve years, 1876–1887, were 8,894 candidates and 1,162 vacancies. Of these 8,894, however, 4,735 failed to show a competent proficiency in the obligatory subjects, handwriting, spelling, and arithmetic; so that the number of qualified competitors was reduced to 4,159, or 3·57 of the competitors for every vacancy offered.

Probation of Boy Clerks.

Three Boy Clerks were returned to us last year as having failed to pass their probation. The ground of non-acceptance

was stated to be in all cases unsatisfactory health. In the course of eleven years there have been 80 rejections on probation. In 64 of these cases fresh trials in other Departments were allowed by us; in the remaining 16 cases the boys either resigned or were removed from the list as unfit for the Service generally.

Competitions for technical appointments.

Of the 29 Open Competitions for the Home Service, the results of which were announced during the year, eight were for situations of a professional or technical character, open only to persons who had undergone a certain amount of previous technical training, as explained in our twenty-ninth Report.

Competitions for non-technical appointments.

Of the 20 non-technical competitions, besides those already mentioned for Clerkships of the Higher and Lower Divisions, four were for the Out-door Services of the Customs and Excise, and six for appointments in the Post Office. In five of these six 2,743 women entered themselves for 165 situations; and in one, 228 boys competed for 18 situations.

Post Office appointments.

These figures show that the number of female candidates for appointments in the Post Office, which in 1886 was less than eight for each situation, had in 1887 risen to nearly 17, the ratio in 1884.

Temporary Copyists. Men.

The total number of Men Copyists on the Register on the 31st December last was 1,248; and the number in actual employment, as nearly as can be stated, 1,200.

In pursuance of the provisions of the Minute issued by the Lords of the Treasury in December 1886, allowing bonus and gratuity under certain conditions to be paid to Copyists, we have paid in the course of the year in all 1,434 bonuses amounting to 4,731*l.*, and gratuities in 94 cases amounting to 5,703*l.*

Boy Copyists.

The number of Boy Copyists added to the Register in 1887 was 154; the number of candidates from whom they were selected having been 1,023. During the same period the number of withdrawals and removals was 59. The total number on the Register at the end of that year was 493, and the number serving 433. At the present date the number unemployed is 72, of whom 31 are not now desirous of employment. Early in the year it was determined, with the consent of the Lords of the Treasury, to extend from 19 to 20 the age at which Boy Copyists must be removed from the Register.

Clause VII. of the Order in Council of 4 June 1870.

One hundred and forty-eight applications were made to us, in 1887, for the grant of certificates under the exceptional provisions of Clause 7 of the Order in Council of the 4th June 1870. This clause has now been used in 1,763 cases altogether; in the great majority of which examination has been wholly dispensed with. Certificates have been granted in 1,661 cases, and refused in 48.

In consequence mainly of the reluctance of Departments to fill up vacancies pending the anticipated Report of Your Majesty's Civil Service Enquiry Commissioners, the demand

made upon this Department to supply certain classes of employés has of late considerably diminished, and consequently examinations for Men Clerkships of the Lower Division, for situations as Assistant of Excise, and for situations as Out-door Officer of Customs have been practically suspended. This suspension of examinations which have for some time past been held at intervals more or less regular has caused considerable disappointment to intending candidates, but in this connexion we think it cannot be too emphatically stated or too widely understood that (to quote the words of the Lords of the Treasury) "public examinations are held to meet the requirements "of the Public Service, not the requirements of individuals."

INDIAN SERVICES.

Civil Service of India.

The annual open competition for the Civil Service of India took place early in June 1887. Forty-six appointments were offered, which were distributed as follows amongst the several Presidencies, &c.:—

North-West Provinces, Punjab and Oudh -	17
Bengal, Lower Provinces - - -	10
Madras - - - - -	6
Bombay - - - - -	6
Burma - - - - -	7

The number of competitors was 199, or about five for each vacancy offered.

In July 42 candidates who had completed their two years' term of probation in this country, and one candidate who had been allowed to postpone his examination for a year, came up for their Final Examination. All but one of these candidates were pronounced duly qualified for admission to the Civil Service of India. The candidate excepted proved to be disqualified at the medical examination.

In reply to a suggestion transmitted from the Governor of New Zealand, through the Colonial Office, to the effect that open competitive examinations for the Civil Service of India should be held simultaneously in Australasia and in England, we were reluctantly obliged to state that there were practical difficulties in the way of carrying out such a suggestion, the nature of which may be seen from the copy of correspondence on the subject which is hereunto appended.

Indian Forest Department.

The annual examination for the Forest Service of India was held in June last. Twenty-four candidates attended, of whom we were able to report the required number, viz., ten, as qualified for admission to Cooper's Hill College.

MILITARY SERVICES.

Military Preliminary Examinations.

Four Preliminary Examinations for the Army were held during the year 1887, viz., in February, March, July, and August. Of

the 2,536 candidates entered for these examinations, 689 passed in the subjects which qualify for admission to the "Further" Examination for the Royal Military College, Sandhurst; 450 others passed in dictation, geography, and a modern language so as to entitle them to exemption from qualifying again in the subjects which formed the non-competitive portion of the preliminary examination for the Royal Military Academy, Woolwich.

Royal Military College.

Two "Further" Examinations were held as usual in the year for Cadetships in the Royal Military College. In the summer 364, and in the winter 454, candidates competed; the number of cadetships offered being on the first occasion 110 (of which 90 were for infantry, 15 for cavalry, and 5 for West India regiments), and on the second occasion 118 (of which 95 were for infantry, 15 for cavalry, and 8 for West India regiments). In addition, 39 University candidates competed during the year for 24 Cadetships, and 27 candidates were examined, of whom 23 passed, as Queen's Cadets, Queen's Indian Cadets, or Pages of Honour.

Royal Marine Light Infantry.

Besides the Sandhurst Cadetships, six commissions in the Royal Marine Light Infantry were offered by the Lords of the Admiralty to the competitors at the July examination; and we were subsequently informed that the gentlemen appointed to these commissions were those who had obtained the 28th, 46th, 50th, 64th, 78th, and 81st places on the infantry list. Seven similar commissions, subsequently increased to eight, offered at the December examination, were given to candidates whose numbers in order of merit were 25th, 52nd, 56th, 58th, 65th, 79th, 122nd, and 126th on the infantry list.

Royal Military Academy.

For the Royal Military Academy, Woolwich, two competitive examinations were held. At the usual examination in the summer, 233 competitors presented themselves, but as 134 failed in the preliminary portion of the examination, chiefly in mathematics, and three candidates withdrew, only 96 qualified candidates competed for the 60 vacancies offered. At the December examination there were 328 candidates, of whom 194 failed to pass the preliminary test, and four candidates withdrew, so that there remained only 130 qualified competitors for the 120 vacancies announced.

Royal Marine Artillery.

Six commissions in the Royal Marine Artillery were granted in September 1887; five to the candidates whose places in the examination of the preceding July were 67, 68, 71, 74, and 78, and one to the candidate who was 57th on the list of those who competed at the examination held in December 1886.

Lieutenants of Militia.

Two examinations were also held (in April and October) for Lieutenants of Militia desirous of qualifying themselves, so far as literary subjects are concerned, for admission to subsequent competitions, in military subjects, for commissions in the Regular Army. The April examination was attended by 157 candidates,

of whom 87 qualified; the October examination by 178 candidates, of whom 85 qualified.

Under arrangements which have recently been made the "Preliminary Examination" for admission to the Royal Military College and the Royal Military Academy, and for the Officers of Auxiliary Forces, referred to above, will be entirely separated from the "Further Examination." Preliminary Examinations will now be held on the second Wednesdays in the months of March, June, September, and December of each year.

During the present year revised regulations for admission to the Royal Military Academy, Woolwich, have been issued. By these regulations, which will come into force on the 1st November next, the examination for admission to Woolwich is assimilated somewhat to that for admission to Sandhurst.

Revised regulations for the examination of Officers of Auxiliary Forces for Commissions in the Army were issued in January of this year and came into force on the 1st of June.

In view of the important changes which came into force in December 1885 in the Regulations for admission to the Royal Military College, to which, as has been remarked above, the Regulations for admission to Woolwich are now to a considerable extent assimilated, we caused a circular letter, accompanied by a table of inquiries, to be sent to the Head Masters of the leading Public Schools throughout the country, in order to inform ourselves of the effect produced by these changes on the system of training prevailing in Establishments which naturally furnish a large number of the candidates at the Military Examinations. To this letter the Head Masters have replied with uniform courtesy, and the returns they have made have furnished us with much valuable information, which, taken in connexion with the fresh changes in the Regulations contemplated, as we understand, by the Military Authorities, will be of material assistance to us in determining the character of this branch of our Examinations.

Naval Services.

Two examinations were held in 1887 of boys nominated by the Lords of the Admiralty to compete for Naval Cadetships. At the earlier of these examinations, in June, 119 boys competed for 55 ordinary Cadetships. At the later examination, in November, 86 boys competed for 59 ordinary Cadetships. At the June examination one boy passed and one failed to pass the test examination prescribed for "Service" Cadets, *i.e.*, Cadets selected by the Board of Admiralty from sons of meritorious officers in the Army, Navy, or Marines. According to the Admiralty Regulations, a certain number of Cadetships are given annually to sons of gentlemen in the Colonies, on the recommendation of the Secretary of State for the Colonies. Five such cases were decided in the year 1887, but only one candidate

Naval Cadets.

passed the qualifying examination, which, in these cases, usually takes place on board the Admiral's ship, under the superintendence of a chaplain or other officer, examination papers having been sent from this office for the purpose.

In the early part of last year Sir George Dasent, one of our number, was, at the request of the Lords of the Admiralty, associated with the President of the Royal Naval College, Greenwich, the captain of the "Britannia," the Director of Naval Studies, and other officers, in a council on the entrance examination of Naval Cadets, and revised regulations were framed which will come into operation in November of this year.

Assistant Clerkships in the Navy.

Two competitions were held in 1887 for Assistant Clerkships in the Navy. At the earlier competition, held in June, 71 boys nominated by the Lords of the Admiralty competed for nine ordinary vacancies, and one boy was subjected to a qualifying examination, which he passed, for the one Clerkship which is reserved annually for sons of officers of the Navy who have distinguished themselves in the Service. At the second examination, held in November, 79 boys, similarly nominated, competed for ten Assistant Clerkships of the ordinary kind.

Naval Interpreters and Instructors.

For the situation of Naval Interpreter three candidates passed a qualifying examination. Five candidates underwent the preliminary examination for the post of Naval Instructor, of whom two passed and three failed.

Dockyard Apprentices and Engineer Students.

Open Competitive Examinations were held as usual in April for the entry of Apprentices in Her Majesty's Dockyards and of Engineer Students in the Navy. There were 461 candidates for Apprenticeships, of whom 344 passed a qualifying examination and 83 succeeded in obtaining appointments. The competition for 46 Engineer Studentships was attended by 172 candidates, of whom 102 passed a qualifying examination. Eleven more Engineer Studentships had been reserved for candidates nominated by the Lords of the Admiralty, subject to passing a qualifying examination; but eight of these nominees having failed to pass, eight additional Studentships were given to the candidates in the Open Competition.

No appointments as Students in Naval Construction were offered in 1887.

Colonial Services.

Eastern Cadetships.

The sixth of a series of Open Competitions for Eastern Cadetships was held in August 1887.* Thirty-eight candidates entered their names, and thirty-three attended the examination, which was for five vacancies, two in the Straits Settlements, two in the Ceylon, and one in the Hong Kong Civil Service.

No examination for the Civil Service of Jamaica was held in 1887.

* For particulars of these examinations, *see* 26th Report, pp. 631–636.

Fees.

The value of the fee stamps presented by candidates at examinations held in the year 1887 was 9,528*l.* against 11,667*l.* in the previous year.

Examiners.

The following list contains the names of the gentlemen who, under the general superintendence of our Director of Examinations, Mr. Poste, and the Permanent Examiners, Mr. Butler, Mr. Bonar, and Mr. Sargant, assisted us on various occasions during the year in the conduct of our examinations:—

English Language and Literature; Geography; History, &c.—T. Arnold; A. J. Ashton; R. Booth; H. C. Bowen; O. Browning; R. C. Bunbury; Rev. A. Caldecott; C. W. Chute; Rev. Dr. W. O. Cleave; Lt.-Col. Delavoye; Professor E. Dowden; F. Dugard; J. G. Fitch; A. Foggo; H. R. Francis; Rev. H. B. George; T. W. Haddon; Dr. Fitzedward Hall; V. W. C. Hamlyn; Rev. A. W. Headlam; Rev. J. N. Hoare; J. C. Horobin; C. N. Jackson; H. Johnson; Professor T. Rupert Jones; Lt. Col. C. C. King; Professor W. Knight; Rev. Dr. T. H. L. Leary; Rev. E. Ledger; W. J. Little; A. J. Mackey; J. Marshall; J. Marshall, Jun.; Professor J. M. D. Meiklejohn; S. P. Micholls; G. K. Paley; H. A. Perry; H. F. Pooley; F. York Powell; T. Scratton; H. W. Simpkinson; Professor W. J. Sollas; W. Stebbing; G. F. Stevenson; J. J. H. Teall; N. Travers; H. E. Trevor; F. C. Walrond; C. Knight Watson.

Holy Scripture.—Rev. J. N. Hoare; Rev. W. H. Laverty.

Greek and Latin Languages, Literature, and History.—Rev. J. H. Abrahall; T. Arnold; A. J. Ashton; C. W. Chute; Rev. T. Field; H. R. Francis; Professor A. Goodwin; J. S. Lockhart; J. Marshall; Rev. O. Ogle; R. Ornsby; Rev. T. L. Papillon; H. A. Perry; J. Y. Sargent; H. W. Simpkinson; G. F. Stevenson; Professor G. C. Warr; Rev. R. Whiston.

French.—Professor R. Atkinson; M. Henri Bué; Rev. A. C. Clapin; M. A. Cogery; Rev. J. Congreve; M. D. R. de Fontanier; Lt.-Col. Delavoye; M. A. Esclangon; A. H. Douglas-Hamilton; M. Alfred Hamonet; A. Joy; Dr. J. F. Kühlke; M. Henri Van Laun; J. Molloy; Hon. Maude A. Stanley; M. Henri Testard.

German.—Dr. F. Althaus; Professor R. Atkinson; H. B. Cotterill; Dr. N. Heinemann; Dr. J. F. Kühlke; A. A. Macdonell; E. L. Naftel; Dr. E. Oswald; Rev. Dr. J. J. Overbeck; Rev. Dr. C. Schoell; Dr. J. Wallraf.

Modern Greek.—Dr. D. Zompolides.

Italian.—Professor R. Atkinson; A. J. Butler; Signor C. F. Coscia; Signor V. Papucci; Signor N. Perini; H. A. Perry; G. Fleetwood Wilson.

Spanish.—Don P. de Gayangos.

Portuguese.—Señor S. Vivar.

Roumanian.—M. D. Nedeyano.

Russian.—E. A. B. Hodgetts; Captain N. Ivanoff; R. Michell.

Swedish.—M. Ameen.

Turkish.—Dr. C. Wells.

Arabic.—Professor G. F. Nicholl; Major A. C. Talbot, C.I.E.; Dr. C. Wells.

Persian.—Mirza Mehdy Khan.

Sanskrit.—Professor E. B. Cowell; A. A. Macdonell.

Hindustani.—Dr. Fitzedward Hall.

Mathematics, Pure and Mixed.—Major-General J. P. Battersby; W. H. Besant; Rev. J. Bond; S. O. Buckmaster; Professor A. S. Butler; Professor M. W. Crofton; Professor M. Fitzgerald; Rev. J. Fuller; Professor W. Garnett; R. T. Glazebrook; Professor H. Hart; Rev. A. W. Headlam; Rev. Canon Heaviside; J. C. Horobin; Professor C. J. Lambert; Rev. W. H. Laverty; Rev. E. Ledger; Professor W. J. Lewis; Captain P. A. Macmahon, R.A.; Rev. N. Pocock; W. Castle Turner; Rev. G. S. Ward; Rev. Dr. H. W. Watson; Professor B. Williamson; Dr. A. R. Willis; Rev. A. Wrigley.

Chemistry; Electricity and Magnetism; Heat and Light; Geology and Mineralogy; Physics; Physical Geography.—Rev. Prof. T. G. Bonney; Professor A. S. Butler; Prof. W. Garnett; R. T. Glazebrook; W. T. Goolden; Professor T. Rupert Jones; Professor C. J. Lambert; V. B. Lewes; Professor G. D. Liveing; H. F. Newall; Professor W. J. Sollas; J. J. H. Teall; Professor C. M. Thompson; Professor S. P. Thompson.

Botany; Zoology; and Physiology.—Professor E. Ray Lankester; Dr. M T. Masters; Professor H. N. Moseley; H. Marshall Ward.

Moral Sciences, Logic, and Political Economy.—R. R. Cherry; J. N. Keynes; Professor W. Knight; W. Little; Professor Bonamy Price; W. C. Sidgwick; Professor W. Wallace.

Law and History (Constitutional and Political).—A. J. Ashton; Spencer Butler; R. Campbell; S. W. Casserley; G. L. Denman; K. E. Digby; Professor J. Kirkpatrick.

Architecture, Civil Engineering and Surveying, Mechanical Engineering, Practical Geometry, and Geometrical Drawing, &c.—P. Barry; Major G. S. Clarke, R.E.; Professor R. Crawford; Lt. Col. A. Cunningham, R.E.; Professor M. Fitzgerald; B. Fletcher; Capt. L. C. Jackson, R.E.; G. H. Leane; W. H. Mills; C. Mulvany, Jun.; J. C. Smith; Professor E. Townsend; W. Castle Turner, C.E.; H. Ward, C.E.; Dr. A. R. Willis.

Freehand Drawing.—Rev. W. Kingsley; Rev. R. St. John Tyrwhitt.

Book-keeping.—E. E. Humphreys; W. Tucker; W. Vaughan.

School Management and Organisation.—J. G. Fitch.

Vocal Music.—Dr. J. F. Bridge.

Agriculture.—Professor J. Wilson.

Mining.—Professor Sir W. W. Smyth.

Modern Sanitation.—Rogers Field, C.E.; H. Ward, C.E.

Bookbinding.—J. Leighton.

Telegraphy.—W. T. Goolden.

Employed at the Periodical and Final Examinations of the Candidates selected for the Civil Service of India.

Jurisprudence.—Professor E. C. Clark; Sir H. S. Maine, K.C.S.I.

Law of India, &c.—Sir H. S. Maine, K.C.S.I.

Notes of Cases, and Law of Evidence.—Kenelm E. Digby; T. S. Soden.

History and Geography of India.—Claude Erskine.

Political Economy.—W. C. Sidgwick.

Hindustani.—Dr. Fitzedward Hall; J. T. Platts.

Telugu.—L. Forbes.

Hindi.—Dr. Fitzedward Hall.

Bengali.—W. S. Seton-Karr.

Marathi.—Rev. S. D. Bhabha; Rev. Dr. M. Mitchell; Rev. J. S. S. Robertson.

Tamil.—E. W. Bird; Rev. S. Hobbs.

Gujarati.—Rev. Dr. J. Glasgow.

Burmese.—Major-General Horace A. Browne.

Sanskrit.—Dr. Fitzedward Hall.

Arabic.—Professor W. Wright.

Persian.—Professor E. B. Cowell; E. H. Whinfield.

Agricultural Chemistry.—Professor G. D. Liveing; Dr. J. A. Voelcker.

Geology.—P. H. Carpenter.

Botany.—P. H. Carpenter; *Professor G. D. Liveing.*

Zoology.—P. H. Carpenter.

Riding.—Lieut.-Colonel S. Parr Lynes, R.H.A.; Lieut.-Col. J. M. Murray, R.H.A.

Superintendent of Examinations in Dublin.—G. Johnstone Stoney, F.R.S.

Superintendent of Examinations in Edinburgh.—George Seton, Advocate, Secretary to the General Register Office for Scotland.

All which we humbly submit to Your Majesty's most gracious consideration.

Witness our hands, this twenty-second day of June one thousand eight hundred and eighty-eight.

G. W. DASENT.
W. J. COURTHOPE.

APPENDIX.

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CORRESPONDENCE.

HOME CIVIL SERVICE.

BOY COPYISTS.

Boy Copyists.

Extension of age for removal from register.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 31st December 1886.

I AM directed by the Civil Service Commissioners to submit, for the consideration of the Lords of the Treasury, an amendment of the Regulations respecting Temporary Copyists so far as they relate to the age at which Boy Copyists are to be removed from the Register.

As the Regulations now stand the age is 19, and the Commissioners would suggest that, for the following reasons, it should for the future be 20:—

(1.) In the first place, as Boy Copyists towards the end of their term of full service have in many cases acquired a minute knowledge of much of the mechanical work of a Department, another year of service (which the boys would frequently, it is believed, be glad to give) would often be of peculiar value.

(2.) In the second place, as the work upon which Boy Copyists between 19 and 20 years of age would be employed must, if not done by them, be given to men, it is obvious that, by the adoption of the Commissioners' suggestion, the Government would save the difference between 6½*d.* an hour, the maximum wages of a Boy Copyist, and the higher rate which would have to be paid for the services of Men Clerks or Copyists.

(3.) In the third place, their Lordships will no doubt readily agree that it is very desirable that Boy Copyists, before attaining the age when their services must be dispensed with, should have an opportunity of obtaining by their own efforts some other occupation. Hitherto they have, for the most part, relied upon getting on the Register of Men Copyists; but, as that Register is now, under their Lordships' Minute transmitted with your letter of the 21st instant,* to be closed, this field of employment is no longer open to them. On the other hand, as the inferior limit of age for Assistants of Excise and for Outdoor Officers of the Customs is 19, Boy Copyists can rarely under the existing Regulations have an opportunity of competing for admission to these services until after they have, for some time, ceased to be employed in that capacity.

I have, &c.

The Secretary, Treasury, to the Civil Service Commissioners.

MY LORD AND GENTLEMEN, 8th January 1887.

IN reply to Mr. Mann's letter of the 31st ultimo, I am directed by the Lords Commissioners of Her Majesty's Treasury to acquaint you that my Lords assent to your proposal that the age at which Boy Copyists are to be removed from the Register shall in future be 20 instead of 19, as at present.

I am, &c.

* Printed in the Appendix to the 31st Report.

EXCHEQUER AND AUDIT OFFICE.

Exchequer and Audit Office.

The Chief Clerk, Exchequer and Audit Department, to the Secretary, Civil Service Commission.

Sir, 13th October 1887.

Recall of civil pensioners.

I am directed by the Comptroller and Auditor General to request that you will furnish me, for his guidance, with any regulations which the Civil Service Commissioners may have made with reference to the re-admission to the Public Service of Civil Servants who have been already pensioned, and may have been recalled to service by the heads of their former Departments, or may have been re-appointed to different offices on their own application. There is also a third category of pensioners, that of those whose original appointment was prior to 1854, who consequently were not subjected to the original Order in Council.

A case of this kind where the pensioner has been recalled to his former duties under Section 11 of the Superannuation Act, 1859, having been brought under the notice of the Comptroller and Auditor General, he is unwilling to allow the point to pass without ascertaining the views of the Civil Service Commissioners thereon.

I have, &c.

The Secretary, Civil Service Commission, to the Comptroller and Auditor General.

Sir, 18th October 1887.

In reply to Mr. Treherne's letter of the 13th instant, I am directed by the Civil Service Commissioners to acquaint you that they have hitherto held that Section XI. of the Superannuation Act, 1859, imposes upon them no duties in relation to the administration of that section and the recall to service thereunder of persons in receipt of civil pensions, and that consequently the Commissioners have not framed any rules or regulations in connexion with it. But in the case of pensioners proposed to be re-instated or re-employed otherwise than under the powers given in the section in question, there appears to be no doubt that a certificate of qualification is required by the Order in Council of 4th June 1870.

The enclosed extracts from certain letters which have been addressed by this Board to the Lords of the Treasury will show the views of the Commissioners on the subject.

I have, &c.

Enclosure 1.

Extract from a Letter from the Secretary, Civil Service Commission, to the Secretary, Treasury, dated 18th April 1882.

I am directed to acquaint you, for their Lordships' information, that if it should be their Lordships' intention to recall Mr. A.B. to the Civil Service in exercise of the power given to them by Section XI. of the Superannuation Act of 1859, the Civil Service Commissioners apprehend that no certificate from this Board is necessary to validate his re-appointment to the situation above-mentioned.

Should their Lordships, however, be for any reason indisposed to act in pursuance of this section, there appears to be no doubt that a Certificate of Qualification is required by the Order in Council of 4th June 1870, and that such certificate could, in the circumstances stated, only be granted under the provisions of Clause 7 of that Order.

EXCHEQUER AND AUDIT OFFICE.

I am to add, although the fact is not material to the question, that Mr. A.B. has not hitherto been certificated for any situation in the Customs.

Recall of civil pensioners.

ENCLOSURE 2.

EXTRACT from a LETTER from the SECRETARY, CIVIL SERVICE COMMISSION, to the SECRETARY, TREASURY, dated 30th April 1883.

I AM directed to acknowledge the receipt of your letter of the 23rd instant, inviting the opinion of the Civil Service Commissioners upon the expediency of diminishing, from time to time, the number of Lower Division Clerkships to be competed for, and of recalling to service in that class, under Section XI. of the Superannuation Act, 1859, Officers in receipt of civil pensions.

* * * * *

Supposing, however, that the Lords of the Treasury should wish at any time to recall such persons to service, there would, the Commissioners consider, be no necessity for their examination by this Board, as the 11th Section of the Superannuation Act of 1859 appears to leave it entirely for their Lordships to determine whether any pensioner has, by his previous public service, rendered himself eligible for the particular situation to which it is proposed to appoint him.

POST OFFICE.

POST OFFICE.

The Secretary, General Post Office, to the Secretary, Civil Service Commission.

SIR, 20th April 1887.

As to limits of age for men in the Army Reserve.

I SHALL be much obliged if you will be good enough to ask the Civil Service Commissioners up to what age they consider Army Reserve men to be eligible for the situation of Country Postman.

This information is required by the Postmaster General.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, General Post Office.

SIR, 25th April 1887.

WITH reference to your letter of the 20th instant, respecting the eligibility in respect of age of Army Reserve men for the situation of Country Postman, I am directed by the Civil Service Commisssioners to acquaint you, for the information of the Postmaster General, that it is their practice to regard service in the Army Reserve as a continuation of active service in the Army, and, therefore, so long as a candidate is in the Army Reserve Force he is held to be entitled to the benefit of the exception as to age provided in favour of those candidates for situations in your Department who "have served continuously in the Public Service "from a time at which they were within the limits of age then or at "any time since prescribed for the situation to which it is proposed to "appoint them."

I have, &c.

WAR OFFICE.

The Under Secretary of State, War Office, to the Secretary, Civil Service Commission.

SIR, 14th April 1887.

I AM directed by the Secretary of State for War to inform you that his attention has been drawn to the hardship inflicted upon the large body of men belonging to the Army Reserve, by reason of their exclusion from the Competitive Examination for certain Clerkships in the Civil Service under paragraph 2 (1) of the Regulations issued by the Civil Service Commissioners on 9th February 1886. As to examination of men in the Army Reserve.

It appears to Mr. Secretary Stanhope that, whilst every effort is being made by this Department to induce large private companies and employers of labour not to object to employ men belonging to the Army Reserve, it is incumbent on Her Majesty's Government to afford all possible facilities for employing men belonging to the Army Reserve in the Public Service.

I am, therefore, to request that you will be good enough to place the matter before the Civil Service Commissioners with a view to the alteration of the restrictive rule alluded to in favour of men serving in the Army Reserve.

A similar communication has been addressed to the Lords Commissioners of Her Majesty's Treasury.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 20th April 1887.

I AM directed by the Civil Service Commissioners to acquaint you, for the information of the Lords Commissioners of Her Majesty's Treasury, that they have received a letter from the War Office, dated 14th instant, stating that it appears to Mr. Secretary Stanhope that the rule under which persons actually serving in the Army are excluded from competitive examinations for the Civil Service should not in future be applied to men in the Army Reserve.

As the Commissioners are informed that a similar communication has been made to the Treasury, I am to forward, for the consideration of their Lordships, the following particulars as to the present practice.

The existing rule, which is that "persons actually serving in the Army are ineligible," was settled with their Lordships' concurrence in 1872, and was inserted in the General Regulations approved by Sir R. Lingen's letter of 6th April 1872.

Two years afterwards, inquiry having been made as to the application of this rule to the Army Reserve, Mr. (now Sir Ralph) Thompson wrote on 11th May 1874 that "the view taken" at the War Office "is that a "man in the Army Reserve should be allowed to compete, but that if "successful he should be required to obtain his discharge from the "force either by purchase or otherwise before he is appointed to the "civil situation." The practice of the Commissioners has accordingly been since regulated in this way.

It should be added, as bearing on the present proposition of the Secretary of State for War, that it was decided by War Office letter of 16th April 1872, that, under the existing and then rule in the General Regulations, officers of the Army should be required to resign their

WAR OFFICE.

As to examination of men in the Army Reserve.

Regimental Commissions before being allowed to compete for Clerkships in the Civil Service, while an Officer of Militia, being a soldier only in a qualified manner, should not be debarred from serving in a civil capacity, though, of course, in the event of the Militia being embodied, he would be required to elect either to resign his Commission or his appointment.

The cases in which persons of the class now in question would succeed would not, the Commissioners think, ever be numerous even in the competitions for Out-door Officer of Customs, where such success is most probable, and the Commissioners would, therefore, themselves see no objection to a rule that men in the Army Reserve (similarly to Officers of the Militia) might compete for situations in the Civil Service with the understanding that if in the result they obtained appointments they must, in the event of the Reserve being called out, either resign such appointments or obtain their discharges from the Reserve by purchase or otherwise.

I have, &c.

The Secretary, Civil Service Commission, to the Under Secretary of State, War Office.

SIR, 25th April 1887.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of 14th April 1887, relative to the exclusion of men belonging to the Army Reserve from competitive examinations, and I am to state, for the information of the Secretary of State for War, that some misapprehension would appear to exist as to the effect of the rule in the "General Regulations" to which reference is made.

Despite this rule, which was settled in 1872, men of the class in question have always been admitted to competitions, Mr. (now Sir Ralph) Thompson having stated on 11th May 1874 (in answer to an inquiry which was made on the first appearance of such a candidate) that in the opinion of the authorities of the War Office "a man in the Army "Reserve should be allowed to compete, but that if successful he should "be required to obtain his discharge from the force either by purchase "or otherwise before he is appointed to the civil situation."

I am to add that as it appears that a communication on the subject has also been addressed from your Department to the Lords Commissioners of Her Majesty's Treasury, the Commissioners have forwarded to them a statement similar to the above.

I have, &c.

CORRESPONDENCE

RELATING TO

NAVAL AND MILITARY EXAMINATIONS.

NAVAL EXAMINATIONS.

NAVAL AND MILITARY EXAMINATIONS.

The Secretary, Admiralty, to the Secretary, Civil Service Commission.

SIR, 18th February 1887.

Revision of Regulations for Naval Cadets.

I AM commanded by my Lords Commissioners of the Admiralty to acquaint you, for the information of the Civil Service Commissioners, that having had under their consideration the report of the Committee on the Education of Naval Executive Officers, copies enclosed,* they have decided to raise the age for the entry of Naval Cadets to 12½–14 years of age for the examination in November next, with the intention of finally raising it at the end of another year to 13–14½.

2. They have appointed a Council, consisting of the President of the Royal Naval College at Greenwich, the Captain of the "Britannia," the Director of Naval Studies, the Chief Instructor of Cadets, and other Officers, to whom questions connected with Naval Education will be referred.

3. The Council will be required, in the first instance, to report on the entrance examination for Naval Cadets as at present established with a view to adapting it so far as may be necessary to the alterations in the age for entrance; whether it should be founded on a more general knowledge of the subjects taught in Public Schools; and particularly with reference to requiring a fuller acquaintance with the French language and to rendering a knowledge of this language one of the primary conditions of admission.

4. With reference to this entrance examination, it is the wish of my Lords to associate with the Council, the Master of Trinity and one of the Civil Service Commisaioners, and I am accordingly to request that the Commissioners will have the goodness to appoint a representative.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Admiralty.

SIR, 23rd February 1887.

WITH reference to your letter of the 18th instant on the subject of proposed alterations in the rules respecting the entry of Naval Cadets, in which you state that the Lords of the Admiralty have been pleased to appoint a Council to whom questions connected with Naval Education will be referred, and that it is their wish to associate a member of this Board with such Council, I am directed by the Civil Service Commissioners to acquaint you, for the information of the Lords Commissioners of the Admiralty, that Sir George Dasent, a member of this Board, will have pleasure in giving his assistance in the manner proposed.

I have, &c.

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* Not printed here.

The Secretary, Admiralty, to the Secretary, Civil Service Commission.

NAVAL EXAMINATIONS.

SIR, 23rd May 1887.

Revision of Regulations for Naval Cadets.

WITH reference to the meeting of the Council of Naval Education which took place on the 12th March, at which Sir George Dasent, one of Her Majesty's Civil Service Commissioners, was present, to consider what modifications should be made in the entrance examination for Naval Cadetships so as to bring it into conformity with the report of the Committee on Naval Education, I am commanded by my Lords Commissioners of the Admiralty to acquaint you, for the information of the Civil Service Commissioners, that they have adopted the recommendations of the Council in regard to the scheme of examination, and I am to enclose 150 copies of the Revised Regulations* which have been printed to give effect to these recommendations.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Secretary, Admiralty.

SIR, 9th June 1887.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 23rd ultimo received on the 28th ultimo, transmitting copies of the Revised Regulations respecting Naval Cadets, and, in reply, I am to state that they will take the necessary steps for conducting future examinations in accordance with the altered rules. I am, however, to request that the Lords Commissioners of the Admiralty will cause them to be informed at what date the new scheme of examination, as defined in paragraph 9, is intended to come into operation.

* * * * *

I have, &c.

The Secretary, Admiralty, to the Secretary, Civil Service Commission.

SIR, 5th July 1887.

WITH reference to your letter of the 9th ultimo, requesting to be informed of the date when the new scheme of examination, as defined in Art. 9 of the Revised Regulations for Naval Cadets, is to come into force, and asking for further particulars with regard to certain other points, I am commanded by my Lords Commissioners of the Admiralty to forward herewith, for the information of the Civil Service Commissioners, a copy of a letter which has been received from the President of the Council of Naval Education in reply to the questions contained in your letter.

2. In consequence of the Council when submitting the Revised Regulations having made no recommendation as to the date when they should be brought into force, it was assumed that the new scheme of examination would be adopted at the examination to be held in November next, concurrently with the age of the candidates being increased by six months.

3. From the letter now received it appears that the intention of the Council was that the new examination scheme should come into opera-

* Not printed here.

NAVAL EXAMINATIONS.

tion only with candidates of the fully increased age (14½ years), *i.e.*, in November 1888.

Revision of Regulations for Naval Cadets.

4. Under these circumstances, as the new Regulations have already been issued, my Lords desire me to ask whether the papers for the next November and June examinations can be adjusted by the Commissioners to meet the requirements of the case if the new Regulations come into operation at once.

I have, &c.

EXTRACT FROM ENCLOSURE.

Royal Naval College, Greenwich,
22nd June 1887.

SIR,

IN reply to your letter of the 14th instant, requesting that the Council of Naval Education would suggest replies which should be sent to the Civil Service Commissioners to inquiries on certain points in reference to the Revised Regulations for the entry examination for Naval Cadetships, and adding that their Lordships proposed to inform the Commissioners that the new arrangements are to take effect in November next, I have the honour to observe that the intention of the Council was that the new examination scheme should come into operation only with candidates of the fully increased age (*i.e.*, in November 1888).

* * * * *

I am, &c.
(Signed) T. BRANDRETH,
Vice-Admiral, President, Chairman of Committee.

The Director of Examinations, Civil Service Commission, to the Secretary, Admiralty.

SIR, 18th July 1887.

WITH reference to your letter of the 5th instant on the subject of the new scheme of examination for Naval Cadetships, and to the letter from the President of the Council of Naval Education which was enclosed therewith, I am directed by the Civil Service Commissioners to state, for the information of the Lords Commissioners of the Admiralty, that, taking into consideration the short time during which the new Regulations have been in the hands of the public, they do not think it possible, without unfairness to the candidates, to frame papers in accordance with the new scheme for the examination to be held in November of the present year.

The objections to the introduction of the new subjects in June 1888 are not so insuperable; but as the revised scheme was framed by the Council of Education for candidates of the fully increased age, the Commissioners think it would be most satisfactory to postpone the change of subjects till the examination of November 1888.

* * * * *

I have, &c.

The Secretary, Admiralty, to the Secretary, Civil Service Commission.

SIR, 25th July 1887.

WITH reference to your letter of the 18th instant stating that the Civil Service Commissioners, taking into consideration the short time during which the new Regulations for the examination and entry of Naval Cadets have been in the hands of the public, do not think it possible, without unfairness to the candidates, to frame papers in accor-

dance with the new scheme for the examination to be held in November next, I am commanded by my Lords Commissioners of the Admiralty to acquaint you that, bearing in mind that the revised scheme was framed by the Council of Naval Education for candidates of the fully increased age, they have decided to postpone the change of subjects introduced by the new Regulations till the examination to be held in November 1888. NAVAL EXAMINATIONS. Revision of Regulations for Naval Cadets.

Under these circumstances the old Regulations, in so far as regards the subjects of examination, will be adhered to for the examinations to be held in November next and in June 1888, and a notice to that effect will be published.

* * * * *

I have, &c.

The Director-General of Military Education to the Director of Examinations, Civil Service Commission. MILITARY EXAMINATIONS.

SIR, 15th April 1887.

* * * I AM directed to acquaint you, for the information of the Civil Service Commissioners, that the Field Marshal Commanding-in-Chief considers that if a candidate found cribbing is put back 12 months, that penalty should suffice, and I am to request that you will be so good as to let me know, for the information of His Royal Highness, the opinion of the Commissioners on this question. Penalty for unfair practices.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Director-General of Military Education.

SIR, 22nd April 1887.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter * * * of the 15th instant, informing them that His Royal Highness the Field Marshal Commanding-in-Chief considers that in the case of candidates detected in unfair practices at examinations it will be sufficient penalty to put them back 12 months, and requesting the Commissioners' opinion on this question.

The Commissioners feel bound to express the misgiving with which they would regard the abandonment of the principle that candidates guilty of such offences should be held to be ineligible for admission to any future examinations.

Unlike the Directors of Schools or Colleges for whom the penalties annexed to offences are principally instruments of training or reformation, and who are properly guided by this view in the enforcement or remission of punishments, the Civil Service Commissioners in their conduct of public examinations for appointments in the Civil Service can only be governed by two considerations :—

(1.) The necessity of maintaining the integrity of the examinations as tests of the intellectual attainments of the candidates.

(2.) The feeling that the obligation imposed upon the Commissioners by the Order in Council under which they act of certifying that the character of the candidate is such as to qualify him for employment in the Civil Service of the Crown precludes them from granting a certificate in favour of a person convicted of deliberately dishonest practices at a public examination.

MILITARY EXAMINATIONS.

Penalty for unfair practices.

The rule above enunciated received the assent of His Royal Highness when the Commissioners laid the question before him in 1876 and again in 1880, and it has been acted on up to the end of the year 1885 on many occasions.

It is proper to mention with reference to an argument put forward in one of the enclosures, that during the experience of the Commissioners, which has extended over more than 30 years, it has never been suggested by or on behalf of the candidates that insufficient notice was given of the penalty. Indeed they have a difficulty in understanding how it can be maintained that the absence of notice renders a fraudulent act less inconsistent with a character of honour and probity which should be borne by every officer of Her Majesty's service whether civil or military.

With reference to the modification proposed in the penalty, the Civil Service Commissioners would not be able to adopt it in the conduct of the examinations for the Civil Service; for, standing in no close relation to the candidates but only in that of examiners, they can have no data to enable them to satisfy themselves whether a candidate who has once been guilty of a fraudulent act will, at the expiration of a year, be so reformed as to deserve a certificate of complete trustworthiness.

If His Royal Highness should finally decide to adopt the rule indicated in your letter, the Commissioners would of course be prepared to give effect to his wishes by admitting to the preliminary, after the lapse of a year, candidates who had been guilty of the offences in question. They think it right, however, to observe that it then would be necessary publicly to announce a modification of the rule previously approved by His Royal Highness and declared by the Commissioners in their 26th Report,*—an announcement which could hardly fail to have an unfavourable effect on the minds of candidates, and perhaps of the public, who would contrast the rules for entrance into the Army with those for entrance into the Civil Service. Such a contrast would be the more striking as the Army examinations conducted by the Commissioners are just as broadly distinguished by their public character from examinations held at educational institutions as are the examinations held by the Commissioners for Civil appointments.

I have, &c.

The Director-General of Military Education to the Director of Examinations, Civil Service Commission.

SIR, 14th April 1887.

WITH reference to your letter of the 22nd ultimo, I am directed by the Field Marshal Commanding-in-Chief to acquaint you, for the information of the Civil Service Commissioners, that His Royal Highness and the Secretary of State for War concur in the views of the Commissioners, and have decided that no change is advisable as regards the penalties for cribbing.

I have, &c.

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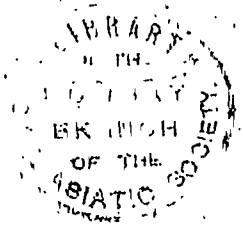
* 26th Report (1881), pp. xiii and xvii.

CORRESPONDENCE

RELATING TO

THE CIVIL SERVICE OF INDIA.



CIVIL SERVICE OF INDIA.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

As to holding examinations in Australasia.

SIR, 5th March 1887.

I AM directed by the Secretary of State for India in Council to transmit, for the observations of the Civil Service Commissioners, a copy of a letter from the Colonial Office enclosing a Despatch from the Governor of New Zealand proposing that a small per-centage of appointments to the Civil Service of India should be reserved for candidates in Australasia, or that examinations should be held simultaneously in those Colonies for the admission of candidates.

Viscount Cross will be much obliged if the Civil Service Commissioners will favour him with their opinion as to the practicability of meeting the suggestion made by Sir W. Jervois.

I have, &c.

ENCLOSURE 1.

SIR, Colonial Office, 2nd February 1887.

I AM directed by the Secretary of State for the Colonies to transmit to you, to be laid before the Secretary of State for India in Council, a copy of a Despatch from the Governor of New Zealand, with its enclosures, respecting a proposal that a small per-centage of appointments to the Civil Service of India and to Woolwich and Sandhurst should be reserved for candidates in Australasia, and that special privileges in the way of local examination and probation should be conceded.

I am to request to be informed what answer it is desired should be returned to Sir W. Jervois' Despatch so far as the Indian Civil Service is concerned.

A similar letter has been addressed to the War Office.

(Signed) I am, &c.

The Under Secretary of State for India. JOHN BRAMSTON.

ENCLOSURE 2.

Government House, Wellington,

SIR, 15th December 1886.

I HAVE the honour to forward herewith a memorandum dated 29th November 1886, which I have received from my Government on the subject of the examinations for admissions to the Civil Service of India.

My Ministers point out that, as the examinations are held in London, students residing in any of the Australasian Colonies are precluded from competing, and they suggest that a small per-centage of the appointments might be reserved for candidates from these Colonies. They also submit that some of the Colonial Universities might be added to the list of those at which selected candidates are permitted to pass their probation.

The considerations advanced by my Ministers respecting the admission of candidates from the Colonies to the Indian Civil Service open up the question whether the same principles might not be applied to the Competitive Army Examinations for Woolwich and Sandhurst.

I enclose a further memorandum, dated 3rd inst., from my Government on this subject, covering a letter from the Bishop of Christchurch, the Primate of New Zealand, who, in his capacity of Warden of Christ's College, Canterbury, suggests a plan by which the examinations for such Commissions might take place in the Colony simultaneously with, and on the same terms as, those held in England.

The plan suggested by the Primate might perhaps also be applied to the examinations for the Indian Civil Service.

The whole question is, no doubt, an important one, and I submit is well worthy of the consideration of Her Majesty's Government, not only as presenting objects for

which both the teachers and the taught in the Educational Institutions of these Colonies may strive, but also as tending to foster the desire for Imperial unity to which public attention is now so much directed.

I have, &c.

The Right Hon. Edward Stanhope, &c. &c. &c.
Colonial Office.

(Signed) WM. F. D. JERVOIS.

As to holding examinations in Australasia.

ENCLOSURE 3.

New Zealand.

MEMORANDUM for HIS EXCELLENCY.

Premier's Office, Wellington, 29th November 1886.

Ministers have the honour to state that they have received the papers regarding the examinations for the Civil Service of India, which will be gazetted.

The papers provide that the examinations are to be held in London. This almost entirely precludes any candidates from this Colony seeking to attend the examinations.

Considering the position that the Colonies bear to India and to the Mother Country, it might be advisable for the Imperial Government to reserve for the Australasian group of Colonies a small per-centage of the appointments to the Indian Civil Service. This would be of immense advantage to the Empire, because it would tend to make the Colonies take an interest in India. If trouble were to arise in India, or aid required for defence in case of aggression, no doubt the Colonies would do what they could to assist the Imperial Government, and it would tend to make the Colonists take a deeper interest in the Indian Empire if some of the young colonists were enabled to enter the Indian Civil Service.

It might also be provided that candidates should be allowed to pass their probation at the Universities in the Colonies. The Universities of Melbourne, Sydney, Adelaide, and New Zealand have as great facilities for educating those on probation as some of the Universities recognised in sub-section 4 section 13 of the Regulations for the Civil Service of India possess.

(Signed) ROBERT STOUT.

ENCLOSURE 4.

New Zealand.

MEMORANDUM for HIS EXCELLENCY.

Premier's Office, Wellington, 3rd December 1886.

The Premier has the honour to forward to his Excellency the enclosed copy of a letter received from the Warden of Christ College, Christchurch, suggesting that the object of the Council of Military Education recently constituted here under the Defence Act, 1886, would be greatly facilitated and promoted if the young men of New Zealand who are desirous of military service could be encouraged and assisted in offering themselves as candidates for admission into Woolwich and Sandhurst, and especially if, with the consent of the Imperial authorities, their examination could take place in the Colony simultaneously with, and on the same terms as, those held in England.

The Premier submits that if the suggestion of the Warden could be given effect to it would be welcomed as a great boon to the Colony, and would prove invaluable as a means towards the perfection of internal defence, and incidentally as contributing to the Colonial defence of the Empire.

The Premier has, therefore, respectfully to request his Excellency to be good enough to forward the Warden's letter to the Right Hon. the Secretary of State for the Colonies for favourable consideration in the proper quarter.

(Signed) ROBERT STOUT.

CIVIL SERVICE OF INDIA.

As to holding examinations in Australasia.

ENCLOSURE IN 4.

New Zealand.

SIR, Bishop's Court, Christchurch, 13th November 1886.

UNDER the Defence Act, 1886, a Council of Military Education has, I understand, been constituted in this Colony, and is charged, I assume, with the duty of devising and carrying out plans for the education and training of young men for military service.

May I be permitted to suggest to yourself, and through you to the Council, that their object would be greatly facilitated, and I think promoted, if the young men of New Zealand who are desirous of Military Service could be encouraged and assisted in offering themselves as candidates for admission into Woolwich and Sandhurst, and especially if, with the consent of the Imperial Government, their examination for such Commissions could take place in the Colony simultaneously with, and on the same terms as, those held in England.

This, I imagine, might possibly be effected by examination papers prepared by the authorities in England being sent out to the Council, under seal, some few weeks before the day fixed for the examination in England, and the answers of the New Zealand candidates assembled for examination under the supervision of the Council being returned under seal to the Examiners in England.

I feel assured that, if an arrangement of this kind were accepted by the Imperial Government, many young men of the colleges and schools of New Zealand would prepare themselves for this examination, and be found to be as fully qualified for the completion of their education in Woolwich or Sandhurst as those admitted to these Military Institutions by competition in England.

At present, with some few exceptions, they are deterred from competing by the expense of the voyage and the uncertainty of the result.

I need scarcely add that, if what I have suggested can be carried into effect, it would be welcomed as a great boon to the Colony, and would contribute in no slight degree to the maintenance of those cordial relations which now happily bind this and other divisions of the British Empire together.

(Signed) H. C. CHRISTCHURCH,
Warden of Christ College, Christchurch.

The Hon. the Minister for Education, &c. &c.
Wellington, New Zealand.

The Secretary, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 19th March 1887.

THE Civil Service Commissioners have given their best consideration to your letter of the 5th instant, with enclosures, respecting the practicability of reserving a small per-centage of appointments to the Civil Service of India for candidates in Australasia, or of holding the open competitive examination for the Civil Service of India simultaneously in Australasia and England.

In reply, they direct me to state that they would be very glad to assist in giving effect to the wishes of the Colonists, but they regret to say that they do not see how the difficulties in the way of carrying the proposals of Sir W. Jervois into execution can be overcome.

(1.) The proposal to reserve a small per-centage of appointments for candidates in Australasia appears to contemplate the selection of colonial candidates by means of an examination independent of, though, perhaps, simultaneous with, the open competition held in England. As to this the Commissioners have only to observe that they apprehend that it would not be consistent with the Act under which appointments are made to the Civil Service of India (21 & 22 Vict. c. 106. s. 32) to hold separate and distinct examinations for Australasia and England, in other words, to grant appointments in the Indian Civil Service otherwise than according to the order of proficiency in a single competitive examination.

As to holding examinations in Australasia.

(2.) But if it is contemplated that an open competition should be held simultaneously in Australasia and England, and that the whole body of candidates should be ranked in one order of merit, and appointments given, up to the number vacant, to those highest on the list, this proposal, though consistent with the Act, seems open to objections which, in the judgment of the Commissioners, must be fatal to its adoption.

In the first place, the oral tests which in all the subjects form a part, and in many of the subjects a very important part, of the examination, could not, in the case of candidates in Australasia and England, be conducted by the same examiner for all candidates in each subject, a condition which the Commissioners hold to be essential.

Another serious objection is the delay which would unavoidably take place in declaring the result of the examination owing to the time required for despatching to England the answers of the candidates examined abroad and the further loss of time in sending out to those among the latter who might be successful the necessary instructions for their subsequent special studies. Even now the selected candidates have barely sufficient time for these studies, and any curtailment of this period would be a very serious evil.

The Commissioners are, moreover, of opinion that, even if the open competition could be held concurrently in Australasia, the candidates could scarcely obtain there the linguistic and legal training and instruction necessary before they could be finally appointed to the service, or pass there the periodical and final examinations, the latter of which, as it determines the seniority in the service, must be competitive. They would, therefore, be unable to concur with the recommendation that one of the colonial universities should be added to the list of those at which selected candidates are permitted to pass their probation.

I have, &c.

The Acting Secretary, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 25th April 1887.

Nationality.

I AM directed to acquaint you, for the information of the Secretary of State for India, that the Civil Service Commissioners have received an application to be admitted to the approaching examination for the Civil Service of India from Mr. A.B.,* who represents that he was born in Oude on the 13th July 1869. * * *

The usual certificate of Mr. A.B.'s age is said to have been granted by the Government of India, though it has not yet been produced to this Department. If in the ordinary form, however, it would contain no statement as to the place of the candidate's birth, and the Commissioners have before them no documentary evidence on this point and no information as to the birthplace of his father.

In order that the Commissioners may now decide whether Mr. A.B. can be admitted to the competition, and, if so, as to the direction in which they should make further inquiry as to his case, I am to request that they may be favoured with the opinion of the Secretary of State for India in Council on the following points:—

(1) Whether a person born in British territory is necessarily to be regarded as a natural-born subject within the meaning of s. 32 of Act

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* A native of India.

CIVIL SERVICE OF INDIA.

Nationality.

21 & 22 Vict. c. 106.; and, if not, whether (2) the status of a candidate like Mr. A.B. should be determined by the birthplace of his father, or by the allegiance of the father at the time of the candidate's birth, or, the candidate being a minor, by the present allegiance of the father; and (3) whether, if the status of the candidate depends on that of the father, the subject of a protected Indian State is a natural-born subject of Her Majesty within the meaning of the Act above referred to.

I have, &c.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 10th May 1887.

I AM directed by Viscount Cross to acknowledge the receipt of Mr. Humphreys' letter of the 25th ultimo, asking for the opinion of the Secretary of State in Council as to three points connected with the question whether Mr. A.B. is a natural-born subject of Her Majesty within the meaning of s. 32 of Statute 21 & 22 Vict. c. 106.

In reply, I am desired to enclose, for the information of the Civil Service Commissioners, a copy of an opinion which has been given upon the subject by Mr. Pontifex, the legal adviser of this office. I am at the same time to refer you to the opinion of the legal adviser which formed an enclosure to Mr. Stafford Howard's letter to you dated 27th of May 1886.

I have, &c.

ENCLOSURE.

COPY of OPINION by the LEGAL ADVISER, INDIA OFFICE.

In my opinion, and speaking generally, a person born within the Queen's dominions is a natural-born subject of the Queen.

The extreme limit of this proposition would be the case of a foreign lady passing in transit through the Queen's dominions and giving birth prematurely to a child.

But I think even such child would be within the letter, if not in the spirit of the law, a natural-born subject.

2. Allegiance seems to me to have nothing to do with the definition natural-born subject. But the son and grandson of a natural-born subject is by statute also a natural-born subject.

3. The subject of a protected Native State is not a natural-born subject of the Queen unless he happened to have been born within the Queen's dominions.

The Acting Secretary, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 18th May 1887.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of Sir John Gorst's letter of the 10th instant, forwarding, with reference to the case of Mr. A.B., a copy of an opinion given by the legal adviser of the India Office to the effect that "the subject of a "protected Native State is not a natural-born subject of the Queen "unless he happened to have been born within the Queen's domi- "nions."

This view of the matter accords with that which the Commissioners were themselves disposed to take, but the case of the candidate in question has, since the date of their letter of the 25th ultimo, been somewhat

complicated by the receipt of a certificate of his birth, of which a copy is enclosed.*

As this is the first occasion on which an Indian candidate has presented himself from one of the protected States, I am to inquire (with reference to the clause ii. in the Regulations and to the letter from your Department of 12th January 1872†) whether the Secretary of State for India in Council is of opinion that the evidence produced may be accepted as satisfactory as to the date of the candidate's birth.

Nationality.

If this should be the case the question of the place of Mr. A.B.'s birth would remain, and I am to request that, if there is no objection, directions may be given that inquiries be instituted in India on this point and the result reported to the Commissioners.

I am to take this opportunity to suggest for the consideration of the Secretary of State that the form of certificate granted by the Indian Government to native candidates should be modified, so as in future to include a statement as to the place, as well as the date, of birth of persons intending to compete for the Indian Civil Service.

I have, &c.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 8th June 1887.

I AM directed by the Secretary of State for India in Council to acknowledge the receipt of Mr. Humphreys' letter of the 18th ultimo with reference to the case of Mr. A.B., and to say in reply that Viscount Cross inclines to the opinion that the certificate produced ought not to be accepted as satisfactory as to the date of the candidate's birth, and that the date and place of birth, together with the general circumstances connected with the birth bearing on the question of nationality, ought to form the subject of inquiry in India.

I am to add that Hyderabad, where the candidate and his father seem recently to have resided, being a foreign Native State, the rules as to proof of age referred to in the letter (quoted by Mr. Humphreys) to the Civil Service Commissioners from this Department, dated the 12th of January 1872, are not strictly speaking in force there; but Lord Cross will suggest to the Government of India that the most convenient course will be to direct that, on the candidate's father applying for the grant of a certificate of age and place of birth, an inquiry shall be held and the matter shall be dealt with by the Resident at Hyderabad and his Assistants as nearly as possible in accordance with the spirit of those rules.

I am further desired to inform you that the Secretary of State in Council will, in compliance with the wish of the Civil Service Commissioners, suggest for the consideration of the Government of India that the form of certificate granted in India, under the rules above referred to, should be modified so as in future to include a statement as to the place, as well as the date, of birth of persons intending to compete for the Indian Civil Service, and that he will also suggest an extension or amendment of the rules so as to provide for cases similar to that of Mr. A.B. Before, however, addressing the Government of India on the

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* Not printed.

† Printed at pp. 589-591 of the Appendix to the 17th Report of the Commissioners.

Civil Service of India. Nationality.

subject, Lord Cross desires to know whether the Civil Service Commissioners have any further observations to offer.

I have, &c.

The Acting Secretary, Civil Service Commission, to the Under Secretary of State, India Office.

Sir, 14th June 1887.

I am directed to acknowledge the receipt of your letter of the 8th instant, on the subject of the evidence of age and nationality of Mr. A.B. and the proposed new form of certificate of age to be granted by the Government of India to native candidates for the Civil Service of India.

I am to request that you will convey to the Secretary of State for India in Council the thanks of the Civil Service Commissioners for the attention which has been given to this matter and to state, in reply to the last clause of your letter, that the only further suggestion that they desire to make is that the proposed amended certificate of birth should, after the name of the place of such birth, have some such words as the following:— "—— being a place situate within British Dominions."

I have, &c.

The Military Secretary, India Office, to the Director of Examinations, Civil Service Commission.

Sir, 2nd December 1887.

Examination of civil servants in modern languages.

I am directed by the Secretary of State for India in Council, with reference to your letter of the 2nd December 1886,* to inquire whether the Civil Service Commissioners will permit officers of the Indian Civil Services to present themselves for examination in any European or Oriental language under the terms laid down in Horse Guards General Order 50 of 1886.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Under Secretary of State, India Office.

Sir, 16th December 1887.

Referring to your letter of the 2nd instant inquiring whether the Civil Service Commissioners would permit officers of the Indian Civil Services to present themselves for examination under the terms laid down in Horse Guards G.O. 50 of 1886, before the Civil Service Commissioners return an answer to your inquiry they direct me to request that the Secretary of State for India may cause them to be informed (1) what number of Indian Civil Servants might be expected to present themselves at the examinations in question, (2) in what languages they would probably wish to be examined.

I have, &c.

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* Printed at p. 38 of the Appendix to the 31st Report of the Commissioners.

CIVIL SERVICE OF INDIA.

The Assistant Military Secretary, India Office, to the Director of Examinations, Civil Service Commission.

Examination of civil servants in modern languages.

SIR, 24th December 1887.

I AM directed by the Secretary of State for India in Council to acknowledge the receipt of your letter of the 16th December, and to acquaint you, in reply, that (1) the number of Civil Servants to be examined would be very small, probably not more than two or three (if so many) in a year, and (2) that the only language is Russian.

I am, &c.

The Director of Examinations, Civil Service Commission, to the Assistant Military Secretary, India Office.

SIR, 30th December 1887.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 24th instant, and in reply I am to acquaint you, for the information of Viscount Cross, that the Commissioners will be prepared to admit officers of the Indian Civil Services to the examinations in Russian under the terms of the Horse Guards General Order 12 of 1887.

I have, &c.

STATISTICS.

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TABLE A.—Showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1887, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons																
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given. After Open Competition or Open Selection. Under Scheme I.	For Lower Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
TOTALS OF ALL THE DEPARTMENTS.	27,172	6,429	755	18,759	1,229	2,345	40	145	45	102	1,538	3,458	2,055	9,665	1,421	5	166	797	3,853	98	1,439
PRELIMINARY EXAMINATIONS FOR OPEN COMPETITIONS:—																					
Lower Division	1,046	–	–	1,046	–	80	–	–	–	–	–	583	383	–	–	–	–	–	–	–	–
Colonial Office:—Eastern Cadet	32	–	–	32	–	1	–	–	–	–	–	5	26	–	–	–	–	–	–	–	–
Post Office:—Female Clerk	645	–	–	645	–	31	–	–	–	–	–	312	302	–	–	–	–	–	–	–	–
Do. Female Sorter	793	–	–	793	–	44	–	–	–	–	–	447	302	–	–	–	–	–	–	–	–
Public Works Office (Ireland): —Surveyor of Buildings.	1	–	–	1	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Register House Departments, Edinburgh:—Third Class Clerk.	5	–	–	5	–	1	–	–	–	–	–	1	3	–	–	–	–	–	–	–	–
Science and Art Department:— Assistant in the Museum of Science and Art, Edinburgh.	15	–	–	15	–	2	–	–	–	–	–	4	9	–	–	–	–	–	–	–	–
Supreme Court of Judicature, Ireland:—Junior Clerk.	47	–	–	47	–	25	–	–	–	–	–	13	9	–	–	–	–	–	–	–	–
Works, Office of:—Assistant Surveyor.	38	–	–	38	–	2	–	–	–	10	–	9	17	–	–	–	–	–	–	–	–
OPEN COMPETITIONS UNDER SCHEME I.	111	–	–	111	–	22	–	–	–	–	–	–	–	80	–	5*	–	–	–	–	4
LOWER DIVISION:—																					
Open Competitions for Men Clerkships and Second Class Clerkships in the India Office.	1,402	–	–	1,402	–	203	–	–	–	1	–	–	–	1,120	–	–	78†	–	–	–	–

LOWER DIVISION—*cont.*																						
Competitions of Boy Clerks for Men Clerkships (under Clause XI. of the Order in Council of 12 Feb. 1876).	98	–	–	98	–	3	–	–	–	1	–	–	–	71	–	–	23	–	–	–	–	
Candidates proposed for appointment under Clause VII. of the Order in Council of 4 June 1870.	28	28	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	27	–	
Open Competitions for Boy Clerkships.	892	–	–	892	–	57	3	1	–	–	–	–	–	766	–	–	65	–	–	–	–	
TEMPORARY COPYISTS:—																						
Men	2	–	–	–	2	–	–	–	–	–	2	–	–	–	–	–	–	–	–	–	–	
Boys	1,162	–	–	–	1,162	139	–	–	1	–	868	–	–	–	–	–	–	154	–	–	–	
TEMPORARY MESSENGERS:—																						
Men	20	–	–	–	20	1	–	–	1	–	–	–	–	–	–	–	–	18	–	–	–	
Boys	45	–	–	–	45	1	1	–	1	–	1	–	–	–	–	–	–	41	–	–	–	
COMBINED COMPETITIONS:—																						
Admiralty: Draughtsman at the Outports	30	–	–	30	–	5	–	–	–	2	–	–	–	17	–	–	–	6	–	–	–	
Works, Office of:—Assistant Surveyor																						
ADMIRALTY:—																						
Accountant General of the Navy and Controller of Navy Pay.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Clerk, Higher Division	1	–	–	1	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	
Chief Constructor, Constructor, Acting Constructor.	13	13	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	12	
Assistant Constructor	33	33	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1	31	
Pensioner Writer	6	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	6	
Do. Messenger	5	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	5	–	–	
NAVAL HOSPITALS:—																						
Dispenser	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Cook, Attendant	3	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	–	
Labourer	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	
NAVAL PRISONS:—																						
Warder Schoolmaster	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	
Warder Clerk and Storekeper	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	
Assistant Warder	8	8	–	–	–	–	–	–	–	–	2	–	–	–	–	–	–	–	6	–	–	
OTHER NAVAL ESTABLISHMENTS, INCLUDING DOCKYARDS:—																						
Dockyard Schoolmaster	13	–	–	13	–	6	–	–	–	–	–	–	–	6	–	–	–	1	–	–	–	
Do. Writers	10	–	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	10	
Do. Rigger Writers	3	–	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	
Do. Artificer	16	16	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	16	–	–	
Do. Artificer for Promotion	29	–	29	–	–	4	–	–	–	–	–	–	–	–	20	–	–	–	–	–	5	
Engineer Student	199	11	–	188	–	19	1	9	1	–	8	–	–	104	57	–	–	–	–	–	–	
Dockyard Apprentice	472	–	–	472	–	11	–	1	2	–	–	–	–	375	83	–	–	–	–	–	–	
Victualling Yard Apprentice	8	8	–	–	–	–	–	–	–	–	2	–	–	–	6	–	–	–	–	–	–	

* These candidates are accounted for also under the titles of the offices to which they were assigned, but they are only included once in the general total.
† Of this number one is also accounted for as a Second Class Clerk in the India Office, but is only included once in the general total.

TABLE A. *(continued)*, showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1887, and the manner in which the cases decided in the same period have been disposed of.

| DEPARTMENT AND CLASS OF SITUATION. | Number of Cases dealt with. | | | | | Number of Persons | | | | |

CONSTABULARY (ROYAL IRISH):—																					
Cadet	96	-	96	-	-	10	2	2	-	-	-	-	-	29	-	-	-	-	9	-	44
COUNTY SURVEYOR (IRELAND)	15	-	-	15	-	4	-	-	1	-	-	-	-	8	-	-	-	2	-	-	-
CUSTOMS:—																					
Out-door Officer	3,137	-	-	3,137	-	596	5	14	3	-	-	-	-	2,347	-	-	-	166	-	-	6
Boatman, Waterman	83	83	-	-	-	-	-	6	-	9	20	-	-	-	-	-	-	-	34	-	14
Watchman and Constable	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Boy Messenger	7	7	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	4	-	1
DUNDRUM CENTRAL CRIMINAL LUNATIC ASYLUM:—																					
Laundress, Kitchen-maid	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1
EDUCATION DEPARTMENT (ENGLAND):—																					
Sub-Inspector	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
Inspector's Assistant	5	5	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	4	-	-
EXCHEQUER AND AUDIT OFFICE:—																					
Messenger	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
FOREIGN OFFICE:—																					
Clerk	3	3	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	1	-
DIPLOMATIC SERVICE:—																					
Attaché	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-
Clerk and Attaché for Examination in Public Law.	16	16	-	-	-	4	-	-	-	-	1	-	-	-	8	-	-	-	-	-	3
Translator to Legation	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Messenger	1	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
CONSULAR SERVICE:—																					
Consul	3	3	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	1
Vice-Consul	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1
Consular Assistant for Examination in Law.	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Student Interpreter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Constable	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
HOME OFFICE:—																					
Clerk in Charge of Accounts	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Assistant Clerk in Charge of Accounts.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Inspector of Factories and Workshops.	5	1	4	-	-	1	-	-	-	-	1	-	-	1	-	-	-	-	2	-	-
Inspector of Mines	7	2	5	-	-	-	-	-	-	-	1	-	-	3	2	-	-	-	-	-	1
Assistant Inspector of Mines	14	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	1

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1887, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons																
															For whom Certificates were given.							
															After Open Competition or Open Selection.							
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	Under Scheme I.	For Lower Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
INDIA, CIVIL SERVICE:—																						
Open Competition of June 1887	206	-	-	206	-	8	-	-	-	-	-	-	-	132	46	-	-	-	-	-	-	
Periodical Examinations of Selected Candidates.	119	-	-	119	-	-	-	-	-	-	-	-	-	-	81	-	-	-	-	-	38	
Final Examination of Selected Candidates.	44	-	-	44	-	-	-	1	-	-	-	-	-	-	-	-	-	42	-	-	1	
INDIA FOREST SERVICE:—																						
Candidates for entry	29	-	29	-	-	5	-	-	-	-	-	-	-	14	10	-	-	-	-	-	-	
INDIA OFFICE:—																						
Clerk, Superior Class, Accountant General's Department.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Second Class Clerk	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	
Messenger	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	
INLAND REVENUE:—																						
Supplementary Clerk in Solicitor's Office.	126	-	-	126	-	41	-	-	-	-	-	-	-	84	-	-	-	-	-	-	1	
Assistant Surveyor of Taxes	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Assistant of Excise	872	-	-	872	-	104	-	2	-	-	1	-	-	666	-	-	-	100	-	3	-	
Messenger	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	
Warehouseman, Stamper	9	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	3	
IRISH LAND COMMISSION:—																						
Assistant in the Chief Clerk's Office.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Assistant Chief Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Temporary Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Investigator, &c.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Messenger	5	5	-	-	-	-	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	

LOCAL GOVERNMENT BOARD (ENGLAND):—																						
Clerk in charge of Accounts	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
LOCAL GOVERNMENT BOARD (IRELAND):—																						
Messenger	2		-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	
LONDON UNIVERSITY:—																						
Office and Library Assistant	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
LORDS, HOUSE OF:—																						
Clerk in the Crown Office	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
MANUFACTURES, BOARD OF (SCOTLAND):—																						
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
METROPOLITAN POLICE:—																						
COMMISSIONERS' OFFICE:—																						
Clerk	16	1	15	-	-	1	-	-	-	-	-	-	-	3	3	-	-	-	-	-	9	
Constables, &c. for Promotion	782	782	-	-	-	4	-	-	1	-	73	-	-	-	274	-	-	-	-	-	430	
RECEIVER'S OFFICE:—																						
Clerk	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	
MILITARY ENTRANCE EXAMINATIONS:—																						
Preliminary Examinations	2,809	-	-	2,809	-	273	-	-	-	-	-	1,636	900	-	-	-	-	-	-	-	-	
ROYAL MILITARY ACADEMY AND ROYAL MARINE ARTILLERY:—																						
Candidates for entry	591	-	-	591	-	30	-	-	-	3	-	328	4	46	180	-	-	-	-	-	-	
ROYAL MILITARY COLLEGE AND ROYAL MARINE LIGHT INFANTRY:—																						
Ordinary Candidates for entry, including those eligible for West India Regiments only.	1,357	-	-	1,357	-	67	-	-	-	-	-	3	2	570	223	-	-	-	-	-	492	
University Candidates for entry	71	-	-	71	-	7	-	-	-	-	-	-	3	13	24	-	-	-	-	-	24	
Queen's Cadets, &c.	43	43	-	-	-	2	-	-	-	-	3	-	-	-	23	-	-	-	-	-	15	
LIEUTENANTS OF MILITIA:—																						
Examined for Commissions in the Army.	394	394	-	-	-	59	-	-	-	-	47	85	31	-	172	-	-	-	-	-	-	
OFFICERS OF THE COLONIAL LOCAL MILITARY FORCES:—																						
Examined for Commissions in the Army.	2	2	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	
ARMY OFFICERS EXAMINED IN MODERN LANGUAGES:—	170	170	-	-	-	37	-	-	-	-	-	32	64	-	37	-	-	-	-	-	-	

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1887, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons																
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given. After Open Competition or Open Selection. Under Scheme I.	For Lower Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
MILITARY ENTRANCE EXAMINATIONS—*cont.*																						
MALTA FENCIBLE ARTILLERY:—																						
Candidates for entry	14	-	14	-	-	3	-	-	-	-	-	-	-	10	1	-	-	-	-	-	-	
COMMISSARIAT DEPARTMENT:—																						
Assistant Commissary, Africa	2	2	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	
MILITARY PRISONS' DEPARTMENT:—																						
Warder	1	1	"	"	"	"	"	"	"	"	"	"	"	"	"	"	"	"	1	"	"	
Night Watchman	1	1	"	"	"	"	"	"	"	"	"	"	"	"	"	"	"	"	1	"	"	
MINT:—																						
Boy Workman	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	
SYDNEY BRANCH:—																						
Boy Workman	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	
NATIONAL DEBT OFFICE:—																						
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
NATIONAL EDUCATION OFFICE (IRELAND):—																						
Inspector	17	-	17	"	"	2	"	"	"	"	"	"	"	8	2	"	"	"	"	"	"	5
Inspector's Assistant	26	-	26	"	"	10	"	"	"	"	"	"	"	12	"	"	"	"	4	"	"	
Assistant Superintendent at Training College.	1	1	-	"	"	"	"	"	"	"	"	"	"	"	"	"	"	"	1	"	"	
NATIONAL GALLERY (ENGLAND):—																						
Curator	3	3	"	"	"	"	"	"	"	"	1	"	"	"	"	"	"	"	2	"	"	
Messenger	1	1	"	"	"	"	"	"	"	"	"	"	"	"	"	"	"	"	"	"	"	
Porter	3	3	"	"	"	"	"	"	"	"	"	"	"	"	"	"	"	"	3	"	"	

NATIONAL GALLERY (IRELAND):—																						
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
NAVY:—																						
Naval Cadet	264	16	248	-	-	3	-	24	-	17	6	-	-	91	118	-	-	-	-	-	5
Assistant Clerk	161	1	160	-	-	-	-	5	-	5	-	-	-	131	20	-	-	-	-	-	-
Naval Instructor	5	5	-	-	-	-	-	-	-	-	3	-	-	-	2	-	-	-	-	-	-
Naval Interpreter	3	3	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-
Officers for First Examination in Languages.	7	7	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-
PATENT OFFICE:—																						
Messenger	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
PAYMASTER GENERAL'S OFFICE:—																						
Treasury Remembrancer in Ireland.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
POST OFFICE:—																						
Clerk, Secretary's Office	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-
Clerk, Confidential Inquiry Branch.	16	16	-	-	-	2	-	-	-	-	4	-	-	-	-	-	-	-	10	-	-
Technical Officer in the Engineer-in-Chief's Branch.	5	-	5	-	-	2	-	-	-	-	-	-	-	2	-	-	-	-	1	-	-
Examiner, Controller of Stores Office.	2	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Shorthand Clerk	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Female Clerk	433	-	-	433	-	41	-	-	-	-	-	-	-	347	-	-	-	29	-	-	16
Skilled Telegraphist (Male)	77	77	-	-	-	4	1	-	-	3	10	-	-	-	-	-	-	-	49	-	10
Do. (Female)	77	77	-	-	-	2	1	2	1	-	5	-	-	-	-	-	-	-	40	4	12
Male Telegraph Learner	387	-	-	387	-	80	1	13	-	1	-	-	-	203	-	-	-	83	-	-	6
Female Telegraph Learner	2,179	-	-	2,179	-	158	-	5	1	-	-	-	-	1,878	-	-	-	116	-	-	22
Female Sorter	408	-	-	408	-	5	-	1	-	-	-	-	-	351	-	-	-	26	-	-	25
Postmaster	19	19	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	17	-	-
Postmistress, Sub-Postmistress	15	15	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	12	-	1
Sorting Clerk and Telegraph Learner (Provincial), (Male).	1,202	1,202	-	-	-	-	-	-	3	-	168	-	-	-	-	-	-	-	1,007	-	24
Do. do. (Female)	202	202	-	-	-	-	-	-	-	-	19	-	-	-	-	-	-	-	180	-	3
Skilled Linemen, Skilled Mechanic.	35	35	-	-	-	-	-	1	-	-	6	-	-	-	-	-	-	-	27	-	1
Lineman, Junior Mechanic	11	11	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	8	-	2
Tube Attendant	20	20	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	17	-	1
Tracer, Dublin and Edinburgh	9	9	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	6	-	-
Postman or Sorter (London, Edinburgh, and Dublin).	288	288	-	-	-	12	4	10	2	6	106	-	-	-	-	-	-	-	118	-	-
Postman (London)	451	451	-	-	-	14	-	27	3	7	26	-	-	-	-	-	-	-	345	-	29
Sorter (London, Edinburgh, and Dublin).	277	277	-	-	-	1	5	6	1	1	71	-	-	-	-	-	-	-	177	-	15
Postman (Provincial)	1,450	1,450	-	-	-	6	4	2	19	10	25	-	-	-	-	-	-	-	1,350	-	34
Porter and Labourer	87	87	-	-	-	2	2	4	1	1	16	-	-	-	-	-	-	-	58	-	3

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1887, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
															For whom Certificates were given.						
															After Open Competition or Open Selection.						
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	Under Scheme I.	For Lower Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
PRISONS DEPARTMENT (ENGLAND):—																					
Steward's Porter, Assistant Messenger.	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Subordinate Officer, Division I.	137	137	-	-	-	15	3	1	-	1	8	-	-	-	-	-	-	-	94	-	15
Ditto Division II.	18	18	-	-	-	2	1	1	-	-	2	-	-	-	-	-	-	-	9	-	3
Assistant Matron	26	26	-	-	-	2	1	-	-	-	2	-	-	-	-	-	-	-	20	-	1
PRISONS DEPARTMENT (SCOTLAND):—																					
Warder	15	15	-	-	-	1	-	-	-	1	1	-	-	-	-	-	-	-	12	-	4
Female Warder	15	15	-	-	-	-	1	-	-	1	1	-	-	-	-	-	-	-	8	-	4
PRISONS SERVICE (IRELAND):—																					
Architect	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	-
Clerk	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	-	5
Warder, Trades Warder	18	18	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Temporary Warder	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Bridewell Keeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	-	1
Assistant Matron	19	19	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-
Boy Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIVY COUNCIL OFFICE:—																					
AGRICULTURAL DEPARTMENT:—																					
Messenger	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-
PUBLIC WORKS OFFICE (IRELAND):—																					
Surveyor of Buildings	3	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
Assistant Surveyor of Buildings.	8	-	-	8	-	1	-	-	-	-	-	-	-	6	-	-	-	1	-	-	-

| | | |

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1887, and the manner in which the cases decided in the same period have been disposed of.

| DEPARTMENT AND CLASS OF SITUATION. | Number of Cases dealt with. | | | | Number of Persons | | | |

| | | |

TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year from January 1 to December 31, 1887.

(i.)—OPEN COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
OPEN COMPETITIONS UNDER SCHEME I.	1	5	111	22	89	80	9*
OPEN COMPETITIONS FOR MEN CLERKSHIPS, LOWER DIVISION, AND FOR SECOND CLASS CLERKSHIPS IN THE INDIA OFFICE.	2	78	1,402	204	1,198	1,120	78
COMPETITIONS OF BOY CLERKS FOR MEN CLERKSHIPS OF THE LOWER DIVISION, under the Provisions of Clause XI. of the Order in Council of 12 February 1876.	2	23	98	4	94	71	23
OPEN COMPETITIONS FOR BOY CLERKSHIPS, LOWER DIVISION.	1	63	890	61	829	766	63
COMBINED COMPETITIONS:—							
Admiralty, Draughtsman at Outports. / Office of Works, Assistant Surveyor.	1	6	30	7	23	17	6
ADMIRALTY:—							
Junior Assistant Schoolmaster in a Dockyard.	1	1	13	6	7	6	1
Engineer Student	1	54	188	28	160	104	56†
Dockyard Apprentice	1	83	472	14	458	375	83
COLONIAL OFFICE:—							
Eastern Cadet	1	5	38	5	33	28	5
COUNTY SURVEYOR (IRELAND).	1	2	15	5	10	8	2
CUSTOMS:—							
Out-door Officer	3	150	3,107	585	2,522	2,347	175‡
INDIA CIVIL SERVICE:—							
Open Competition for Entrance.	1	46	206	7	199	152	47§
Selected Candidates, Periodical Examinations.	2	—	81	—	81	—	81
Selected Candidates, Final Examination.	1	—	44	2	42	—	42
INLAND REVENUE:—							
Supplementary Clerk, Solicitor's Office.	1	1	126	41	85	8	1‖
Assistant of Excise	1	50	819	103	716	666	50

* For four of these no certificates had been granted up to the 31st December 1887.
† Two of these declined the appointments offered to them.
‡ Twenty-five of these candidates declined the appointments offered to them, and for six no certificates had been granted up to the 31st December 1887.
§ One of these declined the appointment offered to him.
‖ For this candidate no certificate had been granted up to the 31st December 1887.

TABLE B (i).—OPEN COMPETITIONS—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors		
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.	
					Total.	Unsuccessful.	Successful.
MILITARY ENTRANCE EXAMINATIONS:—							
ROYAL MILITARY ACADEMY, WOOLWICH:—							
Candidates for entry	2	180	591	33	558	378	180
ROYAL MILITARY COLLEGE, SANDHURST:—							
Ordinary Candidates for entry, including those eligible for West India Regiments only.	2	223	865	72	793	570	223
University Candidates for entry.	2	24	47	10	37	13	24
POST OFFICE:—							
Male Telegraph Learner (Dublin).	1	18	284	59	225	203	22*
Female Clerk	1	35	423	41	382	317	35†
Female Telegraph Learner (London).	2	80	2,115	156	1,959	1,873	81‡
Female Sorter	2	50	407	5	402	351	51§
PUBLIC WORKS OFFICE (IRELAND):—							
Assistant Surveyor of Buildings.	1	1	8	1	7	6	1
Assistant Engineer	1	1	11	6	5	4	1
REGISTER HOUSE DEPARTMENTS (EDINBURGH):—							
Third Class Clerk	1	1	4	2	2	1	1
SCIENCE AND ART DEPARTMENT:—							
Assistant in the Museum of Science and Art (Edinburgh.	1	1	13	5	8	7	1
STATIONERY OFFICE:—							
Clerk	1	1	50	15	35	34	1
SUPREME COURT OF JUDICATURE (IRELAND):—							
Clerk	1	2	32	14	18	16	2
WORKS, OFFICE OF:—							
Clerk of Works	1	2	18	3	15	13	2

* Four of these declined the appointments offered to them, and for three no certificates had been granted up to the 31st December 1887.

† For 16 of these candidates no certificates had been granted up to the 31st December 1887.

‡ One of these declined the appointment offered to her, and for 22 no certificates had been granted up to the 31st December 1887.

§ One of these declined the appointment offered to her, and for 25 no certificates had been granted up to the 31st December 1887.

TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year from January 1 to December 31, 1887—*continued.*

(ii.)—LIMITED COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors		
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.	
					Total.	Unsuccessful.	Successful.
ADMIRALTY:—							
Artificers for Promotion	6	*	24	4	20	*	*
BRITISH MUSEUM:—							
Assistant	5	7	43	13	30	23	7
CONSTABULARY, ROYAL IRISH:—							
Cadet	2	9	52	14	38	29	9
HOME OFFICE:—							
Inspector of Factories	1	2	4	1	3	1	2
Inspector of Mines	1	2	5	—	5	3	2
INDIA FOREST SERVICE —							
Candidates for entry	1	10	20	5	24	14	10
MALTA FENCIBLE ARTILLERY:—							
Candidates for entry	1	1	14	3	11	10	1
METROPOLITAN POLICE:—							
COMMISSIONERS' OFFICE:—							
Clerk	1	2	6	1	5	3	2
Constables, &c. for Promotion	34	*	352	5	347	73	274
NATIONAL EDUCATION OFFICE (IRELAND):							
Inspector	2	2	12	2	10	8	2
Inspector's Assistant	1	4	26	10	16	12	4
NAVY:—							
Cadet	2	114	248	43	205	91	114
Assistant Clerk	2	19	160	10	150	131	19
POST OFFICE:—							
Technical Officer in the Engineer-in-Chief's Office.	1	1	5	2	3	2	1
SUPREME COURT OF JUDICATURE (IRELAND):—							
Clerk	1	1	2	—	2	1	1
TRADE, BOARD OF:—							
MERCANTILE MARINE OFFICES:—							
Temporary Clerk	1	3	5	1	4	1	3
Boy Clerk	1	3	15	3	12	9	3
TRINITY HOUSE:—							
Boy Clerk	2	4	20	2	18	14	4

* In these cases the number of vacancies was not stated.

The following Competitions were in progress on 31st December 1887, but had not been finally disposed of.

Department, &c.	Number of Competitions.	Number of Situations to be competed for.	Number of Competitors.
ADMIRALTY:—			
Artificers for Promotion	2	†	5
CONSTABULARY, ROYAL IRISH:—			
Cadet	2	6	44
INDIA CIVIL SERVICE:—			
Selected Candidates, Periodical Examination.	1*	—	38
METROPOLITAN POLICE:—			
COMMISSIONERS' OFFICE:—			
Clerk	1	2	9
Constables, &c. for Promotion	4	†	430
RECEIVER'S OFFICE:—			
Clerk	1	1	3
MILITARY ENTRANCE EXAMINATIONS:—			
ROYAL MILITARY COLLEGE, SANDHURST:—			
Ordinary Candidates for entry	1*	118	492
University Candidates for entry	1*	12	24
NATIONAL EDUCATION OFFICE (IRELAND):—			
Inspector	1	1	5
PUBLIC WORKS OFFICE (IRELAND):—			
Surveyor of Buildings	1*	1	3
TRADE, BOARD OF:—			
Temporary Clerk in the Surveyor's Office.	1	2	3

* These were Open Competitions.
† In this case the number of vacancies was not stated.

TABLE C.—COMPARATIVE STATEMENT of the CASES dealt with under the Order in Council of 4th June 1870 during the years 1886 and 1887.

	1886.	1887.
Candidates who were passed and certificated	5,242	4,860
„ who were rejected on literary examination	1,676	1,390
„ who were ineligible in respect of age	124	35
„ who were ineligible in respect of health	89	103
„ who were ineligible in respect of character	28	10
„ who were unsuccessful in competition	10,005	8,056
„ who passed preliminary test examinations	1,009	1,025
„ who failed in preliminary test examinations	1,634	1,369
„ who did not proceed to examination	2,719	1,857
	22,526	18,735

TABLE D.—STATEMENT of COMPETITIONS, OPEN AND LIMITED, disposed of in 1886 and 1887.

DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Situations competed for.		Competitors.	
	1886.	1887.	1886.	1887.	1886.	1887.
Under the Order in Council of June 4th, 1870.						
†Under Scheme I.	1	1	13	5	103	111
†Men Clerkships, Lower Division, and Second Class Clerkships, India Office	3	2	202	101	2,377	1,500
†Boy Clerkships, Lower Division	3	1	179	63	2,089	890
†Admiralty:—Draughtsman at Outports	—	1	—	6	—	30
†Office of Work:—Assistant Surveyor						
†Admiralty:—Assistant in the Nautical Almanac Office	1	—	1	—	17	—
†Admiralty:—Junior Assistant Schoolmaster in a Dockyard	—	1	—	1	—	13
British Museum:—Assistant	7	5	6	7	31	43
†Customs:—Out-door Officer	3	3	190	150	3,848	3,107
Customs:—Second Class Clerk, Out-Ports:						
1. †Open Competition	1	—	10	—	266	—
2. Limited Competition	1	—	20	—	233	—
Foreign Office:—Clerk	1	—	1	—	6	—
Foreign Office:—Attaché	2	—	5	—	18	—
†Foreign Office:—Student Interpreter	1	—	5	—	56	—
Home Office:—Inspector of Factories	—	1	—	2	—	
†Inland Revenue:—Supplementary Clerk, Solicitor's Office, London	1	1	1	1	29	126
†Inland Revenue:—Assistant Surveyor of Taxes	1	—	3	—	34	—
†Inland Revenue:—Assistant of Excise	2	1	130	50	1,419	819
National Education Office, Ireland:—Inspector's Assistant	—	1	—	4	—	26
Post Office:—Technical Officer in the Engineer-in-Chief's Office	—	1	—	1	—	5
†Post Office:—Female Clerk	1	1	60	35	313	423
†Post Office:—Telegraph Learner { Male	3	1	220	18	1,177	284
Female	1	2	80	80	836	2,115
†Post Office:—Female Sorter	1	2	15	50	180	407
†Public Works Office, Ireland:—Shorthand Clerk, Solicitor's Office	1	—	1	—	27	—
†Public Works Office, Ireland, Assistant Surveyor of Buildings	—	1	—	1	—	8
†Public Works Office, Ireland:—Assistant Engineer	—	1	—	1	—	11
†Register House Departments, Edinburgh:—Clerk	1	1	1	1	5	4
†Science and Art:—Assistant in the Museum of Science and Art, Edinburgh	—	1	—	1	—	13
†Stationery Office:—Clerk	—	1	—	1	—	50

† Competitions marked thus (†) were open competitions.

TABLE D.—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	Number of					
	Competitions.		Situations competed for.		Competitors.	
	1886.	1887.	1886.	1887.	1886.	1887.
†War Office:—Assistant Surveyor, Royal Engineer Department	1	—	8	—	33	—
†Woods, Office of:—Draughtsman	1	—	1	—	75	—
†Works, Office of:—Assistant Surveyor	2	—	5	—	26	—
†Works, Office of:—Junior Examiner	1	—	2	—	23	—
†Works, Office of:—Clerk of Works	3	1	4	2	47	18
Not under the above-mentioned Order.						
†Admiralty:—Engineer Student	1	1	36	54	188	188
†Admiralty:—Apprentice in H.M. Dockyards	1	1	132	83	404	472
Collector General of Rates Office, Dublin:—Clerk	1	—	1	—	3	—
†Colonial Office:—Eastern Cadet	1	1	3	5	35	38
†County Surveyor, Ireland	2	1	2	2	15	15
Gibraltar Civil Establishments:—Supplementary Clerk	1	—	‡	—	6	—
Home Office:—Inspector of Mines	—	1	—	2	—	5
†India Civil Service	1	1	38	46	219	206
India Forest Service	1	1	8	10	21	29
†Jamaica Civil Service:—Clerk	1	—	‡	—	7	—
Metropolitan Police:—Clerk, Commissioners' Office	2	1	3	2	10	6
Metropolitan Police:—Clerk, Receiver's Office	1	—	1	—	3	—
National Education Office, Ireland:—Inspector	4	1	6	2	25	12
†Royal Engineers and Royal Artillery:—Direct Commissions	1	—	35	—	75	—
Royal Irish Constabulary:—Cadet	2	2	6	9	25	52
†Royal Military Academy, Woolwich	2	2	120	180	425	591
†Royal Military College, Sandhurst	2	2	252	247	785	912
Royal Malta Fencible Artillery	1	1	1	1	7	14
Royal Navy:—Cadet	2	2	78	114	299	248
Royal Navy:—Assistant Clerk	2	2	13	19	113	160
Supreme Court of Judicature, Ireland:—Clerk:						
1. †Open Competition	—	1	—	2	—	32
2. Limited Competition	—	1	—	1	—	2
Trade, Board of, Mercantile Marine Offices:—						
Temporary Clerk	2	1	8	3	18	5
Boy Clerk	2	1	5	3	21	15
Trinity House:—Extra Clerk	1	—	1	—	5	—
Boy Clerk	1	2	2	4	10	20

† Competitions marked thus (†) were open competitions.
‡ The number of vacancies in these cases was not stated.

TABLE E.—Showing the CAUSES of NON-ACCEPTANCE by DEPARTMENTS of MEN CLERKS and BOY CLERKS assigned to them (1876-1887).

Cause of Non-acceptance.	Men Clerks.	Boy Clerks.
Inefficiency - - - - - -	22	27
Offences against official rules, &c. - -	2	2
Health unsatisfactory - - - -	49	42
Character unsatisfactory - - - -	2	1
Age unsatisfactory (too near the higher limit)* -	—	6
„ (too low for special duties) -	1	—
Inability to take up appointment - -	1	2
Cause not stated - - - - - -	2	—
	79	80

* The inconvenience arising from this cause was explained in the 24th Report.

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THIRTY-THIRD REPORT

OF

HER MAJESTY'S CIVIL SERVICE COMMISSIONERS,

WITH

APPENDIX.

Presented to both Houses of Parliament by Command of Her Majesty.

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1889.

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THIRTY-THIRD REPORT.

MAY IT PLEASE YOUR MAJESTY,

WE, Your Majesty's Civil Service Commissioners, humbly offer to Your Majesty this our Thirty-third Report, relating to the examinations held under our directions during the year 1888.

Number of cases dealt with in 1888.

The total number of cases dealt with by us in the year 1888 was 20,494,* which may be distributed under the following heads:—

I. Cases falling under the Order in Council of June 4th, 1870 - - -			12,505
II. Cases not falling under this Order, viz.:—			
(*a.*) For Home Services - -	2,070		
(*b.*) For Indian Services - -	405		
(*c.*) For Military Services - -	4,992		7,989
(*d.*) For Naval Services - -	402		
(*e.*) For Colonial Services - -	120		
Total - - -			20,494

Compared with the year 1887 these figures show a decrease, under head I., of 6,230, and an increase, under head II., of 991, the result in the aggregate being a decrease of 5,239.

HOME SERVICES.

Competitions in 1888.

During the year under review the results of 61 competitions (excluding the Indian, Military, Naval, and Colonial Services) were announced, of which 26 were Open Competitions.

Suspension of examinations.

A desire on the part of Heads of Departments to effect economies of administration, and a resolution passed by the House of Commons that "officials who are willing to render "service for public money shall be provided with employment "in other Departments instead of being forced to become useless "burdens upon the country," led to a diminution, last year, in the number of open competitive examinations for entrance into the Home Civil Service. Competitions for Clerkships of the upper or Class I. grade, for Men Clerkships of the Lower Division, for Assistantships of Excise, and for Out-door Officerships of Customs were virtually suspended, and such

* In this and similar statements a candidate who appeared twice (or oftener) is counted as two (or more) candidates.

vacancies as required to be filled immediately were in most cases provided for by transfers or promotions. During the year 20 vacancies occurred for "Class I." Clerkships. Of these, 12 were filled by the transfer of Class I. Clerks from other Departments, 7 by the promotion of Lower Division Clerks, and one was left unfilled. Twenty-three vacancies in the class of Assistants of Excise were filled by the transfer thereunto of Out-door Officers of Customs successful in the examination, but as yet unappointed, and nine vacancies in the class of Clerks at the Customs Outports were filled by the promotion thereto—after special examination in such cases as we deemed necessary—of temporary Copyists who had been serving at the Outports.

This cessation of certain examinations has doubtless caused considerable disappointment to intending candidates, but we can only repeat that, as was stated in our last report, our examinations are held to meet the requirements of the Public Service and not the convenience of individuals.

LOWER DIVISION.

Lower Division Clerks are now employed in 59 Departments; Men Clerks in all; Boy Clerks in 15 only.

Number of appointments in the thirteen years 1876-1888.

The entire number of Lower Division Clerks appointed since the date (12th February 1876) of the Order in Council which created the Division was, at the end of last year, 3,241; including 657 exceptionally appointed, chiefly under the provisions of Clause XII. of that Order from the class of Temporary Copyists.

The latter number includes 52 promoted in accordance with the provisions of the Treasury Minute respecting Temporary Copyists mentioned on page vi.

Assignments for temporary duty.

The number of Lower Division Men Clerks assigned during the year 1888 for temporary duty was 14; and the number returned from temporary duty, two. Both of these have been assigned for permanent duty in other Departments.

Transfers.

Thirty-four Men Clerks were transferred from one Department to another in 1888. The entire number of such transfers since the Order in Council of February 1876 is 337.

Probation.

Four Men Clerks were rejected on probation in 1888 by the Departments to which they had been severally allotted. In two of these cases the ground of rejection was physical, the candidates having failed to satisfy the Medical Officer of such Department of their fitness for the work thereof. To one of the two we, after consulting our own medical adviser, granted a fresh trial in another Department, but the other was removed from the list as unfit for the Service generally. Two Clerks were reported as unsuitable on other grounds for the particular Departments to which they were assigned, but they have been sent to other Departments. Out of the whole number (3,241) who have been admitted on probation, 83 have been rejected, of whom 61 were allowed further trials, which, so far as is at present known, have in no case proved unsatisfactory. The reasons for the rejections are given in detail at p. 42 of the Appendix.

Under the rule laid down in 1884, by which Lower Division Clerks are allowed to name the Departments in which they would prefer to serve, it was found to be possible last year to give effect to these preferences in 58 cases. In 14 cases, however, it was necessary to disregard them in order to meet the exigencies of the Public Service. No Clerk, however, has been forced to serve in any particular Department unless all above him on the list had declined to serve there. Choice amongst Departments.

In consequence of the suspension of examinations for Men Clerkships of the Lower Division our list of unappointed Men Clerks was, by the end of last year, exhausted. But as a large number of Boy Clerks had no opportunity of competing among themselves for Men Clerkships in the manner provided by the 11th clause of Your Majesty's Order in Council of 12th February 1876, and as it was felt that the prospect of so competing might have been an inducement to many of them to become Boy Clerks and to serve as such, we were of opinion that, while it would be equitable to afford them an opportunity of admission to at least one limited competition, it would be of advantage to the Public Service to recruit our diminished list of persons available for employment as Men Clerks from amongst young men who had already had training and experience in Government offices. Special competition.

Accordingly a special competition, limited to Boy Clerks and ex-Boy Clerks who were under 20 years of age, and had served satisfactorily for the prescribed period, was, with the sanction of the Treasury, held in February of this year. One hundred and forty-six candidates attended the examination, and the number declared successful was 20. It was arranged, however, that, in assigning Clerks to fill vacancies, redundant Clerks should have a priority over those selected at this special competition.

Two examinations for Boy Clerkships of the Lower Division were held in 1888. The number of boys to be selected was 124; and 1,476 candidates presented themselves. The aggregate numbers for the thirteen years, 1876–1888, were 10,370 candidates and 1,286 vacancies. Of these 10,370, however, 5,495 failed to show a competent proficiency in the obligatory subjects, handwriting, spelling, and arithmetic; so that the number of qualified competitors was reduced to 4,875, or 3·79 for every vacancy. Boy Clerks.

Thirteen Boy Clerks were returned to us last year as having failed to pass their probation, of whom seven have since been assigned to other Departments. The grounds of rejection were in four cases unsatisfactory health, in one case inefficiency, and in one carelessness and physical unfitness. In the course of twelve years there have been 93 rejections on probation. In 73 of these cases fresh trials in other Departments were allowed by us; in the remaining 20 cases the boys either resigned or were removed from the list as unfit for the Service generally. Probation of Boy Clerks.

In our 24th Report we pointed out the inconvenience which had been felt in certain Departments owing to the short stay of Extension of the age of Boy Clerks.

Boy Clerks in a service, to which they might be admitted up to the age of 17, but in which they could not then remain after 19, and we have reason to believe that the extension of this latter limit to 20, which has been provided by Your Majesty's Order in Council of 17th November 1888, will be welcomed by many Departments. The corresponding extension to 20 of the age up to which Boy Clerks may compete among themselves for Men Clerkships, which results from the same Order, will be regarded as a boon by the boys themselves.

Competitions for technical appointments.

Of the 26 Open Competitions for the Home Service, the results of which were announced during the year, six were for situations of a professional or technical character, open only to persons who had undergone a certain amount of previous technical training, as explained in our twenty-ninth Report.

Competitions for non-technical appointments.

Of the 20 non-technical competitions, eight were for appointments in the Post Office. In four of these eight 2,089 women entered themselves for 77 situations; and in four, 1,506 boys competed for 160 situations.

Post Office appointments.

These figures show that the average number of female candidates competing for each situation, which in 1887 was nearly 17, had risen to 27 in 1888.

Temporary Copyists. Men.

The total number of Men Copyists on the Register on the 31st December last was 1,089; and the number in actual employment, as nearly as can be stated, 1,069.

Bonus and gratuity.

In pursuance of the provisions of the Minute issued by the Lords of the Treasury in December 1886, allowing bonus and gratuity under certain conditions to be paid to Copyists, we have paid in the course of the year in all 1,035 bonuses amounting to 3,826*l.*, and gratuities in 72 cases amounting to 4,279*l.*

Boy Copyists.

The number of Boy Copyists added to the Register in 1888, after passing the prescribed examination, was 305; the number of candidates from whom they were selected having been 1,376. Besides the above, 50 were registered in virtue of the Regulations enabling successful candidates at examinations for Boy Clerkships to serve as Boy Copyists either pending their appointment as Boy Clerks, or on the termination of their service as such; and 39, who had previously been removed from the Register, were restored to it on satisfactory reports as to their conduct in the interim. During the same period the number of withdrawals and removals was 233. The total number on the Register at the end of the year was 653, and the number serving 534.

It may be observed here that one of the Regulations above referred to, viz., that enabling Boy Clerks who had not previously been Boy Copyists to be placed on the Register of Boy Copyists on the expiration of their service as Boy Clerks, has now been rendered obsolete by the Order in Council of the 17th November 1888 mentioned above.

One hundred and ninety-five applications were made to us, in 1888, for the grant of certificates under the exceptional provisions of Clause VII. of the Order in Council of 4th June 1870. This clause has now been used in 1,958 cases altogether; in the great majority of which examination has been wholly dispensed with. Certificates have been granted in 1,860 cases, and refused in 57. Clause VII. of the Order in Council of 4 June 1870.

We have occasionally been consulted with regard to cases proposed to be thus presented to us, and we have, in more than one instance, expressed our decided opinion that the language and intention of the Order do not admit of its seventh clause being employed merely to legalise irregular appointments. It is not our duty to determine what cases or class of cases shall or shall not be presented to us under that clause, but it rests solely with us to decide upon the extent to which examination may be dispensed with in such cases, and wherever it has seemed necessary we have insisted upon examining the persons so presented to us.

INDIAN SERVICES.

The annual open competition for the Civil Service of India took place early in June 1888. Forty-four appointments, subsequently increased to forty-seven, were offered, which were distributed as follows amongst the several Presidencies, &c.:— Civil Service of India.

North-West Provinces, Punjab and Oudh	18
Bengal, Lower Provinces	11
Madras	8
Bombay	7
Burma	3

The number of competitors was 235, or five for each vacancy.

In July 38 candidates who had completed their two years' term of probation in this country came up for their final examination. All but two of these candidates were pronounced duly qualified for admission to the Civil Service of India. The candidates excepted failed to pass in the prescribed subjects.

In addition to the above, one candidate selected in 1885, who, in consequence of ill-health, had been allowed to postpone his final examination for a year, was again prevented, by the state of his health, from attending the final examination, and thus failed definitively on probation.

The annual examination for the Forest Service of India was held in June last. Thirty-two candidates attended, of whom the required number, viz., twelve, were selected for admission to Cooper's Hill College. India Forest Department.

MILITARY SERVICES.

Military Preliminary Examinations.

Five Preliminary Examinations for the Army were held during the year 1888, viz., in February, March, June, September, and December, the first two belonging to the old series of Preliminary Examinations, which for several years have been held in the spring and autumn; the last three marking a new departure, which, among other advantages, will henceforth afford candidates for Sandhurst four opportunities per annum, instead of two as heretofore, of qualifying for admission to the Further Examination. Of the 3,936 candidates who entered, 1,652 passed the examination, and 952 of the remainder passed in not less than three of the prescribed subjects, thereby securing exemption from re-examination in those subjects, as provided for under the new Regulations.

Royal Military College.

Two "Further" Examinations were held as usual in the year for Cadetships in the Royal Military College. In the summer 348, and in the winter 489, candidates competed; the number of cadetships offered being on the first occasion 110 (of which 90 were for infantry, 15 for cavalry, and 5 for West India regiments), and on the second occasion 147 (of which 125 were for infantry, 15 for cavalry, and 7 for West India regiments). In addition, 32 University candidates competed during the year for 23 Cadetships, and 31 candidates were examined, of whom 22 passed, as Queen's Cadets or Queen's Indian Cadets.

Royal Marine Light Infantry.

Besides the Sandhurst Cadetships, three, afterwards increased to eight, commissions in the Royal Marine Light Infantry were offered by the Lords of the Admiralty to the competitors at the July examination; and we were subsequently informed that the gentlemen appointed to these commissions were those who had obtained the 7th, 18th, 52nd, 65th, 71st, 75th, 76th, and 92nd places on the infantry list. Eight similar commissions, subsequently increased to nine, offered at the December examination, were given to candidates whose numbers in order of merit were 6th, 11th, 39th, 53rd, 61st, 85th (bracketed), 96th (bracketed), and 138th (bracketed) on the infantry list, and 2nd on the list of successful University candidates.

Royal Military Academy.

For the Royal Military Academy, Woolwich, two competitive examinations were held. At the usual examination in the summer, 211 competitors presented themselves, but as 112 failed in the obligatory portion of the examination, only 99 qualified candidates competed for the 60 vacancies offered. At the December examination there were 197 candidates, of whom 108 failed to pass the obligatory part of the examination, so that there remained only 89 qualified competitors for the 80 vacancies announced.

Royal Marine Artillery.

Three commissions in the Royal Marine Artillery were granted, in September 1888, to the candidates whose places in the examination of the preceding July were 13th, 22nd, and 28th.

Two examinations were also held (in April and October) for Lieutenants of Militia desirous of qualifying themselves, so far as literary subjects are concerned, for admission to subsequent competitions in military subjects for commissions in the Regular Army. The April examination was attended by 179 candidates, of whom 113 qualified; the October examination by 95 candidates, of whom 82 qualified. Lieutenants of Militia.

The new regulations for the entrance examinations for Woolwich and Sandhurst, which will come into force in 1891, are printed on pp. 24–26 of the Appendix.

Naval Services.

Two examinations were held in 1888 of boys nominated by the Lords of the Admiralty to compete for Naval Cadetships. At the earlier of these examinations, in June, 95 boys competed for 56 ordinary Cadetships. At the later examination, in November, 72 boys competed for 45 ordinary Cadetships. At the June examination one boy passed the test examination prescribed for "Service" Cadets, *i.e.*, Cadets selected by the Board of Admiralty from sons of meritorious officers in the Army, Navy, or Marines. According to the Admiralty Regulations, a certain number of Cadetships are given annually to sons of gentlemen in the Colonies, on the recommendation of the Secretary of State for the Colonies. Nine such cases were decided in the year 1888, but only two candidates passed the qualifying examination, which, in these cases, usually takes place at a Colonial station on board the Admiral's ship, under the superintendence of a chaplain or other officer, examination papers having been sent from this office for the purpose. Naval Cadets.

Two competitions were held in 1888 for Assistant Clerkships in the Navy. At the earlier competition, held in June, 64 boys nominated by the Lords of the Admiralty competed for nine ordinary vacancies, and one boy was subjected to a qualifying examination, which he passed, for the one Clerkship which is reserved annually for sons of officers of the Navy who have distinguished themselves in the Service. At the second examination, held in November, 66 boys, similarly nominated, competed for ten Assistant Clerkships of the ordinary kind. Assistant Clerkships in the Navy.

For the situation of Naval Interpreter five candidates passed a qualifying examination. Naval Interpreters and Instructors.

Fifteen candidates underwent the preliminary examination for the post of Naval Instructor, of whom six passed and nine failed.

An open competitive examination was held as usual in April for the entry of Apprentices in Her Majesty's Dockyards. There were 320 candidates, of whom 252 passed a qualifying examination, and 68 were admitted. Dockyard Apprentices.

Engineer Students.

No Engineer Studentships or Studentships in Naval Construction were offered in 1888.

Colonial Services.

Eastern Cadetships.

The seventh of a series of Open Competitions for Eastern Cadetships was held in August 1888. Fifty-seven candidates entered their names, and fifty attended the examination, which was for nine vacancies, six in the Straits Settlements, two in the Ceylon, and one in the Hong Kong Civil Service.

Civil Service of Jamaica.

An examination for the Civil Service of Jamaica was held in 1888, which was attended by 16 candidates.

Fees.

The value of the fee stamps presented by candidates at examinations held in the year 1888 was 11,284*l.*, against 9,528*l.* in the previous year, showing a gain due chiefly to the increased number of candidates for the Army Examinations.

Centres of examinations.

In regard to the centres at which our open competitive examinations are usually held, we frequently receive requests—chiefly from persons concerned in tuition or in the management of publications connected with tutorial establishments—to make additions to the list of places at which various examinations are held. We are quite ready to consider applications of this nature, as we desire to give equal facilities for attending our examinations to candidates living in different parts of the United Kingdom, but, on the other hand, there are weighty reasons which, in many instances, preclude us from complying with the wishes of the applicants. Experience shows that the cost of adding to the already large number of centres, at which many of the examinations for inferior appointments are held, would considerably exceed the amount received in fees, without affording sufficiently compensating advantages. In the case of competitions for the superior appointments, practical difficulties—connected chiefly with the oral part of the examinations—make it necessary to bring all the candidates to one common centre.

Unauthorised information.

On discovering that circulars had been issued containing erroneous and misleading statements as to the dates on which competitions for some of the lower branches of the Civil Service were likely to be held, we felt it our duty to issue in January last an advertisement in the following terms:—"The Com- "missioners, having learnt that unauthorised and erroneous "information with regard to their examinations is being circu- "culated, deem it right to give notice that no dates can be fixed "even approximately, for any future examinations for Men "Clerkships of the Lower Division or for Outdoor Officerships "of Customs, also that the situation of Second Class Assistant "of Excise has until further notice been withdrawn from open "competition. Candidates requiring information should in all "cases apply direct to the Secretary, Civil Service Commission."

We are always ready and anxious to furnish applicants with all available information as to forthcoming examinations, and persons who wish to become candidates will probably find it to their own interest to apply direct to us for the required information.

Misrepresentation of age.

In our 9th and 17th Reports we referred to the misrepresentations which candidates sometimes make as to their age. Such cases have happily been less frequent of late than they were in the earlier years of this Commission, but a case came before us last year to which we think it right to draw attention, inasmuch as the circumstances are unprecedented in our experience. A candidate who succeeded in an open competitive examination was found to have given a date of birth which satisfied the requirements of the Regulations, but which was proved to be false. When we asked for an explanation we were informed that the candidate had acted on the advice of a member of the House of Commons, "because his opinion was that as the "examination has been so much delayed I was fully complying "with the spirit of the rules in endeavouring to pass it, though "I was eight days too old." We found it difficult to conceive that any member of the House of Commons could have regarded delay in the examination or disappointment in the candidate as an excuse for mis-statement, and we supposed that the candidate must have been under some misapprehension as to the advice which had been given. But we were surprised to find, on referring to the member in question, that he admitted himself to be responsible for the candidate's mis-statement of age.

After full consideration of all the circumstances we decided to reject the candidate as ineligible in respect of age only, but we think it necessary to repeat and emphasize the warning that persons who deliberately mis state their age, or falsify the evidence thereof, are liable to be rejected as ineligible, not only in respect of age, but also in respect of character, for the Public Service.

Information.

In October last we received through the Foreign Office an interesting communication respecting the manner in which certain

examinations are conducted in the Belgian Diplomatic Service. This is printed in the Appendix.

In response to a request received, in April last, from the Clerk of the Legislative Council, Adelaide, for information as to the administration and working of the Imperial Civil Service, for the use of a Royal Commission appointed to inquire into the Civil Service of South Australia, we transmitted a statement corresponding to that which was furnished by us to the Italian Ambassador in 1878, and was printed at pages 563–5 of the Appendix to our 23rd Report. We had the pleasure of affording similar information to the Government of Victoria in 1880 and to the Government of Japan in 1884.

It would, we think, be inexpedient to close our Report without some reference to the objections which during the past year have been put forward in a prominent manner against open competition in its various aspects, and amongst others as a means of selecting officers for the service of the State. To enter into a general discussion on the principle of open competition would obviously be to pass beyond our province. But in so far as it is alleged that the system we administer is operating to the injury of public interests, we deem it advisable, following in this respect the example of our predecessors in 1857, to examine the main arguments which have been recently advanced against it.

Some of these arguments are repetitions of statements which were fully dealt with in the Third Report issued by this Commission, and do not require further notice. But there are others which, though put forward, perhaps necessarily, in a somewhat general form and without the illustration of facts, may be comprised under the following heads :—

(1.) That competitive examination fails to secure the selection of the fittest persons.

(2.) That the health of candidates is affected by the strain of competitive examinations.

(3.) That competitive examinations for admission into the public service exercise an injurious effect upon the education of the country.

(1.) We think it sufficient under this head to refer to the Reports of the Royal Commission on Civil Establishments, the Report of the Public Service Commission (India), and the statements of the military authorities, which show that the persons selected by means of our examinations are well qualified for the public service. The Royal Commissioners on Civil Establishments in their Second Report, paragraph

32, say of the Lower Division Clerks, "As stated in our "former Report, paragraph 109, we are of opinion that the "young men of this grade who have entered the service "since the Order in Council of 1876 are of excellent quality "and capacity." This statement is further confirmed by the fact that out of 3,241 Men Clerks appointed between 1876 and 1888 only 23 have been rejected on probation on the score of inefficiency. A favourable opinion is also expressed of the Officers of the Higher Division in paragraph 109 of the First Report. The Public Service Commission (India) reports that "on more than one occasion inquiries have been made by "Government into the working of the competitive system, "with the result that it has been generally acknowledged to "have procured for the ranks of the Indian Civil Service "officers, who, as a body, are eminently qualified for the per-"formance of the duties which devolve upon them, and many "of whom have earned a reputation for administrative capacity "of a high order." They believe themselves to be justified in the conclusion that "apart from questions of detail as to the age "of candidates and the subjects, standards, and conditions of "examination, the general results of competition, as applied to "the India Civil Service, have been satisfactory, and that the "system should accordingly be maintained." We have reason to believe that the military authorities are equally satisfied with the officers who have entered the army by means of our examinations.

(2.) As to the statement that the health of the candidates is affected to any considerable extent by the strain of examinations, we think that the following evidence is a sufficient reply as regards the Home Civil Service:—

TABLE showing proportion of successful candidates in some of the principal competitions held between 1876–88, rejected on medical grounds.

——	No. of Successful Candidates.	No. rejected.	Per-centage.
Class I. Clerkships - - -	295	9	3·0
Lower Division Men Clerkships -	3,241	80	2·4
" Boy Clerkships -	1,310	9	·68
Assistants of Excise - - -	1,868	33	1·7
Out-door Officers, Customs - -	1,500	70	4·6*
Female Clerkships, Post Office -	567	16	2·8
Female Sorters, Post Office - -	251	5	2·0

* The exceptional per-centage in this case is due to the exceptional requirements as regards height, girth, &c.

The following report which we have received from Sir Andrew Clark, Bart., M.D., on the health of the selected candidates for the India Civil Service shows that the favourable judgment expressed by Sir W. Gull in 1875 (which is printed on page 508 of the Appendix to our Report for 1875) is, on the whole, still applicable, notwithstanding the lowering of the limits of age.

To the Secretary, Civil Service Commission.

SIR, 16 Cavendish Square, 22nd June 1889.

IN compliance with your request that I should prepare for the Commissioners a brief general report of the physical condition of the candidates who, in the open competition for admission to the Civil Service in India, have come before me for medical examination, I beg leave to submit the following statements:—

Since the year 1877 I have examined 443 candidates, of whom 344 were examined a second time after the lapse of two years.

In about the first year of this period candidates were admitted to examination up to the age of 21. Since then the maximum age for admission has been reduced to 19. It has been asserted that the lowering of the maximum age for admission to examination has been followed by consequences injurious to the health of the candidates. After careful inquiry, however, I am myself unable to discover any just grounds for this assertion.

Of the 443 candidates examined for the first time, 55 were temporarily and five were permanently rejected. Of the 55 candidates who were temporarily rejected, but who recovered sufficiently to be subsequently passed, 48 were cases of albuminuria, three were cases of cardiac murmurs, two were cases of hæmorrhoids, one was a case of pharyngitis, and one was a case of hernia.

Of the five candidates who were finally rejected, two were cases of albuminuria, one was a case of lung disease, and one was a case of constitutional debility.

Of the 344 candidates who were examined a second time after a lapse of two years from the first examination, 18 were temporarily and five were permanently rejected.

Of the 18 who were temporarily rejected, 15 were cases of albuminuria, two were cases of cardiac murmurs, and one was a case of congestion of the lungs.

Of the five candidates who were permanently rejected, three were cases of albuminuria, one was a case of epilepsy, and one was a case of syphilis.

Of the 443 candidates examined, 397 were classified according to the estimated value of their lives as "very good," "good," and "moderately good," and 46 were for various reasons left unclassed.

Of the 397 classified candidates, 12 were ranked under the first head, 133 under the second, and 252 under the third.

It would be both interesting and instructive to determine the relative value of the health of those 443 candidates as compared with the health of an equal number of persons of a like age, social position, physical habits, and educational training. At present, however, the difficulties in the way of an exact inquiry of this kind are insurmountable; and one must be content with the impressions derived from a mere empirical experience. Except upon one point about which I am uncertain, my own impression is that the health condition of candidates presenting themselves at the open competition for admission to the India Civil Service will compare favourably with the health condition at a like age of students of theology, law, and medicine.

The point of comparison about which I am uncertain, an interesting and important one, is the relative frequency of the presence of albumen in the urine. In candidates for the India Civil Service, during the course of the first examination, albumen appears in the urine to the extent of about 15 per cent. This is a frequency of occurrence hitherto unsuspected; but as examinations for the discovery of albumen in the urine are not made, in like conditions, by any other board, and as it has been discovered that in young men small provocations bring about temporary albuminuria, it is clear that at present we have no exact grounds for comparison at our disposal.

It must, however, be admitted that in some way or another from avoidable or from unavoidable causes the competitive examination has something to do with the production of albuminuria. For whilst the urine ascertained to be healthy before the commencement of the examination, becomes frequently during the course of it albuminous, it ceases to be so in nine cases out of ten within a month or two of the close of the competition.

A knowledge of the future course of health experienced by temporary albuminurics would prove inexpressibly valuable to the art of medicine, and I venture to commend the subject to the consideration of the Commission.

It is, I think, especially worthy of notice that during the probationary period, lasting for two years from the date of the first examination, the great majority of the candidates improved in growth and development, in strength, in general health, and in mental capacity.

Among those who lost ground, the chief causes of failure appeared to be found in disobedience to the common laws of health, and especially in the use of tea, coffee, alcohol, and tobacco, not as helps to health but as mere spurs to work.

A critical review of my experience of the medical examinations for the Civil Service in India leads me to the conclusion that there is nothing in the work required of the candidates necessarily injurious to health; and that if done, as it ought only to be done, under just conditions of health, it will be found to favour the development and augment the energies of the physical and mental constitution.

I have the honour to be,
Sir,
Your faithful Servant,
ANDREW CLARK, M.D.

With regard to the health of candidates for the Army, as we do not hold the medical examinations we have no statistics from which to draw a conclusion. The following facts, however, are sufficient to prove that the experience of the Military Services does not differ from that of the Civil Service. It was thought advisable, some years ago, to consider the possibility of making physical qualifications an element in the competitions for entrance into Woolwich and Sandhurst, and a joint committee of this Department and the War Office drew up a scheme of competition which seemed easy of application. Circumstances caused it to be laid aside at the time, but, on our recently bringing it again under the notice of the War Office, we were informed that the military authorities did not think it necessary to introduce such a competition, being completely satisfied with the physique of the young men who came to them through our examinations. At the same time we may state that should any department in the public service be desirous of testing the physical qualifications of its officers more severely than at present, we anticipate that there would be no more difficulty in determining the relative capacities of the individual candidates in this respect than is experienced in the literary examination. Moreover, encouragement would be given generally to candidates to maintain a good state of health while preparing for the literary examinations, and any tendency to over-pressure would thereby be diminished.

(3.) As to the statement that competitive examination for admission into the public service exercises an injurious effect upon the education of the country :—

As far as the complaints relate to this Commission, it is allowed that the influence of our examinations on education is only indirect, and the objection made to them rests mainly on the ground that the principle of competition is encouraged by Government example. It is obviously impossible for us to meet indefinite statements of this kind with the same specific evidence which we have opposed to the two other charges. We apprehend, however, that to prove that our examinations are operating to the injury of education, it must be shown either that they are disturbing the general course of education as pursued in schools and universities, or that they encourage a superficial and illiberal method of study. We have not observed in the arguments advanced against our system anything more than general assertions on either of these points, but deeming it to be expedient that the subject should be thoroughly understood, we propose to show in some detail the principles on which some of the most important of our schemes of examination have been founded, and to indicate their educational effect. It should be clearly understood that in following this course we are not seeking to refute objections, but rather to throw light, through the history of this Commission, on a question which is undoubtedly of public importance.

In the case of subordinate appointments in the Civil Service (including situations such as those of Postmen, Office-keepers, Messengers, Warders, and the like) the principle of open competition, as might have been expected, has rarely been applied, and the functions of the Commission (as far as the literary test is concerned) are limited to determining whether the candidates, who are nominated by the Departments, have sufficient knowledge of the elements of education to enable them to discharge their official duties. The Order in Council of 4th June 1870 provides that the rules applicable in each case shall be settled, subject to the approval of the Treasury, by the Civil Service Commissioners and the chief authorities of the Department concerned.

In 1886* 5,001 persons were examined for situations of this character, the examination, as a rule, being confined to reading, writing, spelling, and the elements of arithmetic.

Situations such as those of Temporary Labourer, Artificer, and the like, having in many cases been placed in Schedule B. of the Order in Council of June 4th, 1870, no examination is required.

There are also a certain number of situations, the schemes of examination for which have been framed with reference to a middle class or commercial standard, which for various reasons have not been included in Schedule A. of the Order in Council of June 4th, 1870, and are consequently not filled by open competition. Thus in 1886 1,045 persons were examined

* The statistics in what follows have, as a rule, been taken from 1886 and 1887, as 1888, owing to the suspension of examinations, cannot be regarded as a normal year.

under such schemes, either as single nominees or by limited competition.

Far more important are the great open competitions for lower appointments in the Civil Service shown in the following table:—

—	Limits of Age.	Number examined in	
		1886.	1887.
(1.) Lower Division Clerkships (Men)-	17 to 20	1,908	1,198
(2.) Female Clerkships in the Post Office.	18 to 20	288	382
(3.) Assistants of Excise in the Department of Inland Revenue.	19 to 22	1,178	716
(4.) Out-door Officers of Customs -	19 to 25	3,138	2,522

Besides these there are competitions of younger candidates for appointment as—

—	Limits of Age.	Number examined in	
		1886.	1887.
(*a.*) Boy Clerks in the Lower Division	15 to 17	1,908	829
(*b.*) Telegraph Learners in the Post Office:			
(i.) Male candidates - -	14 to 18	976	225
(ii.) Female candidates -	15 to 18	769	1,959
(*c.*) Sorters (Female) in the Post Office	15 to 18	174	402

With reference to the bearing of these examinations on education, the main point to be observed is that a large proportion of the candidates for the above-named appointments leave school at an early age in order to engage in some employment which will give them a livelihood, so that if they wish to compete for a Government appointment they must continue their education as they best can in the intervals of their work. Examination in their case, therefore, does not interfere with any established school curriculum. We have to deal principally with what may be called "evening class" education, where the curriculum, so far from being fixed by long usage or endowment, is perfectly unfettered and can readily follow the lead given by the examinations.

The following table shows the number of candidates at certain examinations who were engaged in different kinds of employment in the interval of time between leaving school and attending the examination.

The figure in brackets beneath each number indicates how many of that number of candidates were successful. Thus, of those 37 candidates for Lower Division Clerkships who had been employed as monitors or pupil-teachers, after the completion of their school education, five were successful in getting appointments.

	Employment since leaving School.					
	(*a.*) Monitors, Pupil- or Assistant-Teachers.	(*b.*) In Government Service.	(*c.*) Clerks in Private Employ.	(*d.*) In Manual Occupations.	(*e.*) In Special Preparation only.	(*f.*) Examined direct from School.
No. of Candidates for Men Clerkships, Lower Division, Jan. 1887.	37 (5)	240 (22)*	95 (6)	15 (1)	144 (12)	22 (1)
No. of Candidates for appointment as Assistant of Excise, Nov. 1888.	289 (4)	77 (2)	185 (4)	120 (1)	167† (10)†	47† (1)†
No. of Candidates for appointment as Out-door Officer of Customs, May 1886.	274 (27)	43 (3)	203 (14)	201 (4)	44† (4)†	3† (0)
No. of Candidates for Post Office Female Clerkships, Mar. 1888.	109 (12)	57 (2)	13 (0)	13 (0)	221 (17)	46 (3)
No. of Candidates for Boy Clerkships, Lower Division, July 1888.	14 (1)	77 (16)	86 (11)	32 (2)	177 (13)	221 (22)

The schemes of examination for this large class of candidates have been framed with immediate and almost exclusive reference to the requirements of departments. Before the year 1855, in which the Civil Service Commission was constituted, many of the departments were in the habit of holding entrance examinations for which they prescribed subjects to meet their own needs, without express reference either to the interests of unsuccessful candidates or to the general conditions of education in the class from which candidates were drawn.

In 1855 the conduct of such examinations was transferred to the newly-constituted Civil Service Commission, provision being made that in future the schemes of examination should be settled by the heads of departments "with the assistance of the Commissioners"; and the subjects of examination which had been previously adopted by the several departments were in most cases retained. We may at this point quote the First

* These figures are higher than they would otherwise be, owing to a certain number of Men Clerkships being reserved for Boy Clerks (already in Government Service), who are consequently attracted to this competition and unduly swell the total under head (*b*).

† Some of the candidates reckoned here should probably be carried over to the credit of head (*a*), having left school, according to their own statement, at the late ages of 19, 20, 21, and even 22; but having probably been pupil- or assistant-teachers during the later years.

Annual Report of the Civil Service Commissioners (1855), in which the following statement occurs (page vi):—

"Good handwriting, correct spelling, and some knowledge of arithmetic, usually including vulgar and decimal fractions, are requirements which every department almost without exception has deemed to be necessary. And with respect to candidates for clerkships or other analogous situations, most departments have in addition to the before-mentioned subjects required the power of making an abstract or précis of correspondence or official papers, and some acquaintance with English composition.

"When the business of a department has been mainly of a financial character, book-keeping, either by single or double entry, has been included amongst the necessary qualifications of a candidate.

"Other subjects have likewise been prescribed by some departments which have less direct relation to the business to be transacted, but which test the general intelligence and education of the candidates. Amongst them are the outlines of history, geography, Latin, or as an alternative some foreign language, either previously defined or left to the option of the candidate."

This system continued in force till the issue of the Order in Council of June 4th, 1870, which provided that appointments to all situations included in Schedule A. of that Order should be made by means of competitive examination, according to regulations to be framed by the Civil Service Commissioners and approved by the Commissioners of the Treasury. The Treasury in October of the same year addressed the Civil Service Commissioners as follows:—

"My Lords consider that two schemes of competitive exami-
" nation are enough to regulate admission to the permanent
" public service, *i.e.*, excluding for the moment from considera-
" tion professional officers, writers, office-keepers, messengers,
" and out-door officers, whose duty is not principally performed
" on paper. The object of both schemes is to ascertain ability,
" but ability cultivated in a different way and up to a different
" age." They further state: "My Lords think that, as far as
" competition is concerned, heads of departments should have
" nothing to say, but that they may name an obligatory
" subject, in which the candidate must pass a qualifying exami-
" nation."

Thus arose the "Class I." and "Class II." schemes of examination. The former scheme was intended for "persons who were
" from the first to occupy important positions, and who should,
" therefore, have received a liberal education of a high order";
and for them the Commissioners adopted with scarcely any change the scheme of examination already in force for the India Civil Service. The lower scheme was designed for "persons suited
" to fill the ordinary clerkships and appointments of a like
"description."

The scheme of examination proposed for the latter class in 1870 by the Civil Service Commissioners was as follows:—

1. Handwriting.
2. Orthography.
3. Arithmetic.
4. Copying MS. (to test accuracy).
5. English Composition.
6. Geography.
7. Indexing or Docketing.
8. Digesting Returns into Summaries.
9. English History.
10. Book-keeping.
11. Such additional subject or subjects as the Commissioners may prescribe, as obligatory, to meet the special requirements of each department.

The last head was added in accordance with the recommendation of the Treasury, quoted above, the first 10 being fixed for all departments. These 10 subjects had, each of them, previously formed part of one or other of the various existing examinations, but were here for the first time combined in one scheme to meet the combined wants of various departments.

At the instance of the Treasury, however, the Commissioners agreed to drop, for the time, the additional subjects (head 11), and issued the regulations without them, though they had in mind the possibility of reviving them when they stated to the Treasury that they would "be prepared at any subsequent "examination to submit a fresh draft embodying such alterations as further consideration and experience might suggest "with a view of adapting the system more completely to the "wants of the public service."

The objection which the Treasury felt to adding to the list of subjects is shown in a letter addressed by them to the Chief Secretary for Ireland (and communicated to the Civil Service Commissioners), in which they recommend the adoption, in his department, of the "Class II." scheme of examination. "My "Lords are of opinion that Scheme II. is calculated to furnish "a body of clerks well qualified to execute the directions of a "comparatively small number of superior officers (such as Scheme "I. is intended to supply), and to maintain the necessary official "traditions among the more fluctuating body of writers. My "Lords think . . . that the proposal to raise the standard of "Scheme II. is adverse to economy, and tends to introduce into "the public service persons whose remuneration is measured by "their own attainments and qualifications rather than by what "is demanded of them in the situations which they hold."

The question of additional subjects not having been further mooted, and no fresh draft having been submitted by the Commissioners in alteration of the "Class II." scheme, the Order in Council of 12th February 1876, which constituted the Lower

Division of the Civil Service, stereotyped the scheme on the narrower basis, on which it has remained until the present time. The subjects of examination are the first 10 which appear on the list already quoted.

The scheme of examination for "Boy Clerkships" of the Lower Division was formed by striking out the last four subjects, 7 to 10, from the "Class II." scheme, and though at first it was proposed to retain English history that subject was finally omitted.

Besides the Lower Division Clerkships, instituted in 1876, there remained the miscellaneous body of officers described in the Treasury letter above quoted as "those whose work is not principally performed on paper." The most important of these appointments which are filled by open competition are those of Assistant of Excise and Out-door Officer of Customs. It was at first proposed to fill the former class of appointments by the "Class II." scheme of examination, but it appeared doubtful whether the candidates selected by means of this scheme would be suitable, and as the Inland Revenue Department objected to fixing the limits of age of candidates for the Excise so low as 17 to 20, and preferred the limits 19 to 22, the examinations were separated and a shorter list of subjects was provided for the Excise.

For similar reasons it was considered desirable to hold a separate competition, with a still simpler scheme of examination, for Out-door Officers in the Customs, and finally in 1875 the Civil Service Commissioners received the assent of the Treasury to the following schemes :—

For Assistants of Excise.	For Out-door Officers of Customs.
Limits of Age, 19 to 22.	Limits of Age, 19 to 25.
Subjects of Examination.	Subjects of Examination.
1. Handwriting. 2. Orthography. 3. Arithmetic (including some of the higher branches). 4. English Composition. 5. Geography of the British Isles.	1. Handwriting. 2. Orthography. 3. Arithmetic. 4. English Composition.

There remain three large open competitions for appointments in the Post Office, for which the schemes of examination were settled in 1881 at the suggestion of the then Postmaster General, the late Mr. Henry Fawcett. He stated to the Civil Service Commissioners, in regard to the Female Clerkships, to which he had the power of nomination, that he was besieged by such a number of applications that he had determined to throw the appointments open to competition. Other appointments followed

the same course, and schemes of examination of an extremely simple character were framed as will be seen below.

SCHEMES OF EXAMINATION FOR APPOINTMENTS IN THE POST OFFICE.

—	Female Clerks.	Telegraph Learners.	Female Sorters.
Limits of Age.	18 to 20.	14 to 18 for Male Candidates. 15 to 18 for Female Candidates.	15 to 18.
Subjects	Handwriting. Orthography. Arithmetic. English Composition. Geography. English History.	Handwriting. Orthography. Arithmetic. ——— Elementary Geography. ———	Handwriting. Orthography. Arithmetic. Copying MS. Elementary Geography. ———

Such is a sketch of the settlement of the present schemes of examination for the most important, or the largest classes of appointments in the lower portion of the Civil Service. The weight of the official considerations from which they originated will be readily appreciated. At the same time we think it our duty, as an examining Board, to draw attention to certain points which tend to illustrate the recommendation of the Royal Commission on Civil Establishments, who, while they advise in section 36 of their Second Report, that the character of the examination for the Lower Division should not be raised, suggest in section 37, "that a knowledge of shorthand and of a modern "foreign language, as optional subjects, might possibly be "encouraged."

In the first place, it is important to recognise the general spread of education in the last 20 years and the consequent fall in its market value. Since the date when the "Class II." scheme was drawn up, the University Extension movement has arisen, the University local examinations have been largely developed, and a great impetus has been given to elementary education by the institution of board schools; while at the present moment we may point to the scheme which has been set on foot for granting Certificates of Commercial Education by the London Chamber of Commerce, and to the similar scheme of the Oxford and Cambridge Schools Examination Board. In these the range of subjects goes far beyond that of the highest of our lower competitions (that, namely, for Men Clerkships), although the age and social position of the candidates are alike in the two cases. We may further allude to the list of specific subjects prescribed by the Education Code as branches of elementary education for children of ages up to 15.

Again, of a number of students at present attending classes at one of the principal institutions which specially undertake the preparation of candidates for appointments in the Civil Service, we are informed that the per-centage of students in

each of the five classes who have some knowledge of the under-mentioned subjects is as follows:—

Subjects (not included in the Schemes of Examination).	Students preparing for the Post of				
	(1.) Man Clerk, Lower Division.	(2.) Assistant of Excise.	(3.) Boy Clerk, Lower Division.	(4.) Female Clerk, Post Office.	(5.) Female Telegraph Learner, Post Office.
French	89	58	70	92	68
German	32	21	22	26	12
Latin	67	47	33	31	18
Euclid	93	52	57	46	16
Algebra	95	63	71	61	28
Natural Science	59	37	45	53	43
Drawing	53	74	49	—	—
Shorthand	29	42	31	—	—

From this it will be seen that more than 90 per cent. of the "Men Clerks" class have studied Euclid and Algebra, and more than 90 per cent. of the "Post Office Female Clerks" class have some knowledge of French. Latin has been taken by a considerable proportion of the male students, and many of the female students have studied natural science, while French has been learned by much more than half of the whole set of students.

In addition to this we learn that many of the students preparing for Female Clerkships (column 4) have passed other examinations, not for Civil Service appointments, as the following list will show:—

Name of Examination or Examining Body.	Number of Students preparing for Female Clerkships, who have passed the Examination named.
College of Preceptors:	
First class	18
Second class	27
Junior Cambridge Local Examination	21
Senior " " "	9
Both Junior and Senior "	15
Oxford Local Examination:	
Senior	3
Junior	9
Total number of students in the class	61

We may add that we receive letters from persons desirous of competing for these appointments asking if they cannot be

examined in subjects such as French and German, which are not included in our schemes.

As regards the competition itself the effect of examining a great number of highly trained candidates in subjects requiring a somewhat restricted range of intelligence is deserving of notice. The candidates are obliged to devote much time to putting a high degree of polish upon a rather low though useful order of accomplishment. The consequence is that, as their performance in the examination often reaches a high degree of excellence, while the appointments for which they compete are few in number, it becomes a matter of extreme difficulty to distinguish with exact precision the relative merits of the last of the successful, and the first of the unsuccessful candidates. For example, in the last "female sorters" competition for 30 appointments there was a difference of only 30 marks between the first candidate and the 31st, or actually one mark per place.

On the whole, with regard to the examinations for the lower appointments in the Civil Service, we think it will be seen (1) that they exercise no appreciable influence on the course of education in schools, while they stimulate persons who may desire to enter the Public Service to continue their studies after leaving school; and (2) that they have been framed mainly with the view of testing the relative capacity of individual candidates to perform the clerical duties that will fall to them. We desire, however, to state, as the result of our experience, that, provided it were compatible with official requirements, it would unquestionably be of advantage to the general education of the candidates, and would lessen the difficulties of examining, if, in accordance with the suggestion of the Royal Commissioners with regard to the Lower Division, candidates were allowed to take one or more optional subjects in addition to those prescribed in the existing scheme, and we are ourselves of opinion that it would be an improvement if this course could be adopted in some of the other examinations above referred to.

Passing to the examinations for the higher appointments (the candidates for which, as a rule, have received a public school or university education), we find that a certain number of posts, such as those of Assistants in the British Museum, Clerks in the Foreign Office, and Attachés in the Diplomatic Service, and others, in which the qualifications required are exceptional or special, are filled by nomination or limited competition. But by far the most important examinations are the open competitions held for:—

A.—Higher appointments in the Home Civil Service, namely, Clerkships, Class I., and Higher Division Clerkships.

B.—The India Civil Service.

C.—Entrance to the Army, *i.e.*, admission to the Royal Military College, Sandhurst, and the Royal Military Academy, Woolwich.

The schemes of examination for these appointments have, with slight variations, been in force for many years, and the

principles upon which they were drawn up may be best shown by quoting the words of their authors.

The scheme for the India Civil Service, on which that of the Class I. Clerkships was afterwards modelled, owes its origin to the report of "Lord Macaulay's Committee," which was published in 1854. After recommending that the limits of age of competitors for the India Civil Service should be 18 and 23, the Committee proceed to a full consideration of the subjects which the examination should embrace. "Our opinion is," they say, "that the examination ought to be confined to those "branches of knowledge to which it is desirable that English "gentlemen who mean to remain at home should pay some "attention." They anticipate that the prospect of prizes so important will attract candidates from all quarters, and that as their number will be much greater than the number of vacancies, the great majority must necessarily be unsuccessful. Hence they deprecate the insertion in the scheme of any branches of knowledge of a purely professional (*i.e.*, Oriental) character, as in that case many young men of excellent abilities would be induced to waste much precious time on studies which would never be of the smallest use to them. "We think it most desirable that "the examination should be of such a nature that no candidate "who may fail shall, to whatever calling he may betake himself, have any reason to regret the time and labour which he "spent in preparing himself to be examined. . . . . We "believe that men who have been engaged, up to one or two "and twenty, in studies which have no immediate connexion "with the business of any profession, and of which the effect is "merely to open, to invigorate, and to enrich the mind, will "generally be found, in the business of every profession, superior to men who have at 18 or 19 devoted themselves to the "special studies of their calling."*

Thus originated the scheme for the India Civil Service, and when in 1870 it was decided that in the case of the Home Civil Service a scheme of examination was to be devised for filling higher appointments in several Departments by one competition, the Civil Service Commissioners, who in consultation with the Treasury drafted the regulations, finding that the same arguments applied to the two cases, took as their model, and adopted with hardly any change, the scheme then in force for the India Civil Service.

This scheme of examination for Class I. Clerkships aimed at selecting "persons who were from the first to occupy important "positions, and who should therefore have received a liberal "education of a high order," and, with a view of attracting

* The only apparent exception to this principle in the scheme of examination which was actually framed was the inclusion of Arabic and Sanskrit among the subjects, and these were included, after some hesitation, on the ground that these two languages were already studied by a few young men at the great English seats of learning, and that they might be regarded as the classical languages of India.

candidates from the Universities, the limits of age were fixed at 18 to 24.

The two original schemes are included in the following list of subjects, of which the first eleven heads were common to both :—

COMPETITION.

1. English Composition (*including Précis Writing**).
2. History of England (including that of the Laws and Constitution).
3. English Language and Literature.
4. Language, Literature, and History of Greece.
5. " " " Rome.
6. " " " France.
7. " " " Germany.
8. " " " Italy.
9. Mathematics (Pure and Mixed).
10. Natural Science: that is (1) Chemistry, including Heat; (2) Electricity and Magnetism; (3) Geology and Mineralogy; (4) Zoology; (5) Botany.
11. Moral Sciences: that is, Logic, Mental and Moral Philosophy.

*12. Jurisprudence.**
*13. Political Economy.**
12. Sanskrit Language and Literature.†
13. Arabic Language and Literature.†

These two schemes, then, were arranged on what may be regarded as a University standard. The Class I. Examination has continued without change to hold that character since its origin in 1870, but owing to the reduction in the age of competition for the India Civil Service (in 1860 to 22, in 1866 to 21, and in 1878 to 19) some modifications have been made in the latter scheme, with the object of adjusting it to what may rather be called a high public school standard, and of embracing some of the subjects specially taught at the Scottish Universities, whose students are often young enough to compete for these appointments.

In neither of these schemes is there any subject of a technical or professional character, fitness for the discharge of official duties being regarded as implied in the general fitness which the examination aims at testing. The professional qualifications required for the Indian Service are secured by the subsequent two years' training during probation which the successful candidates undergo before obtaining their appointments.

In framing the Entrance Examinations for the Army very much the same principles have been kept in view.

The Civil Service Commissioners, at the suggestion of the Royal Commission of 1868, undertook the practical conduct of those Military Entrance Examinations which had, since 1857,

* For Home Civil Service candidates only.
† For India Civil Service candidates only.

been in the hands of the Council of Military Education. This Commission was not responsible for framing the schemes. We have, however, during our conduct of these examinations been consulted from time to time by the Military Authorities, and subsequent modifications in the schemes have been made with our advice and consent.

In recommending that these examinations should be thus transferred, the Royal Commission expressed clear views on the principles which should govern them.

Starting with the belief that the only method of admission to the two great Military Educational Establishments of the State should be by Open Competition, they express complete approval of the policy of establishing a liberal education as the basis of professional instruction. "It is evident," they say, "that the "possession of mental faculties disciplined and developed by "intellectual training . . . must greatly enhance the indi- "vidual value of any officer employed in Your Majesty's "Service; while, on the other hand, no person would be fit to "hold a commission whose educational acquirements were not "sufficient not only to enable him to discharge the routine "duties of his profession, but also to maintain an ascendancy "over those he would be called upon to command." They further state that, convinced as they are by the unanimous testimony of the witnesses who have alluded to the subject, that our public schools, as at present constituted, furnish the very best material for the officering of our Army, they have endeavoured to provide every facility and inducement for the youth of England to pass directly from the public schools into Sandhurst and Woolwich without requiring additional tuition. If they can succeed in this "quite sufficient," they say, "will have been "accomplished, and the further instruction of the future officer "in technical and professional subjects will be better deferred "from his schoolboy days to a later period in his career."

To carry out this view the Royal Commission recommended such a modification of the entrance examinations as to bring them into harmony with the ordinary course of education at the principal public schools, and they justified the introduction of a modern language into the qualifying examination on the ground that there is scarcely any school in England where French or German is not now taught, while to no class is such an accomplishment likely to prove more useful than to military men. The principal difference between the Entrance Examinations proposed for the two establishments consisted in the requirement for Woolwich of a higher mathematical qualification than for Sandhurst.

In thus excluding professional subjects from the examination the Royal Commission, though they do not expressly mention the point, were acting on the principle which guided Lord Macaulay's Committee in framing the scheme for the Indian Competition; that is to say, they provided that the time of

unsuccessful candidates should not be wasted in studies which would afterwards prove useless to them.

These points have been carefully attended to in subsequent modifications introduced into the schemes of examination; and we ourselves recently brought them under the notice of the Secretary of State for War with reference to certain of the existing regulations which appeared to throw some difficulties in the way of candidates coming to the examinations straight from the public schools. In consequence of our representations new regulations have been framed which will take effect in 1891, and which, we are happy to find, have been pronounced by the Committee of Head Masters likely to suit the course of education followed both in their classical and modern departments. With regard to these new regulations, we may quote the opinion of the Director-General of Military Education, expressed to us in a letter on the subject in June of last year. "The main object "to be borne in mind with reference to the Entrance Examina- "tion is to secure a youth who has had a thoroughly well- "grounded liberal education as an English gentleman. Any "curriculum which renders those who are unsuccessful unfit "for other professions is greatly to be deprecated. Equally "to be avoided is any course which requires boys to be "trained specially, at an early age, for the Army, apart from "boys training for the liberal professions. It is most desir- "able that boys of 15 and 16, who have had no previous idea "of entering the Army should be at no disadvantage if they, at "that age, wish to take up a military career. Such boys are "more likely to make good officers than those who, without "personal predilection, have been devoted to the Army from "their cradles."

How far the various schemes of examination above referred to have succeeded in their aim will be best seen by taking them separately, and looking at the statistics which are at our disposal respecting the previous education of the candidates.

First, as regards Clerkships, Class I., we may take as specimens the three examinations held in March 1885, in January 1886, and in December of the same year. From information which the candidates are requested to supply at the time of making application to be examined, it appears that out of a total number of 42 successful on those three occasions, 33 had received a university education, while 38, or nearly all, had at an earlier stage been educated at a public school. The average age of these 42 successful candidates was 23 years and one month, so that many of them must have completed their undergraduate university course before entering for the competition.

At the last competition, held in December 1886, 68 per cent. of the total number examined were university, 32 per cent. non-university candidates, and none of the latter were successful, the nine successful candidates having all had a university education.

The conclusion is that the scheme of examination has been as successful as could be expected in attracting candidates from the universities, and has had a minimum disturbing effect upon their ordinary course of study.

Applying a similar test to the Open Competition for the India Civil Service under the regulations which were in force from 1856 up to 1878 it appears that of 903 persons who entered the service 618, or more than two thirds, were university men, and that at least 324 or more than one third, were graduates. Up to this period, therefore, the regulations devised by Lord Macaulay's Committee had sufficiently answered their purpose, especially in the earlier years of the competition, when the maximum limit of age for admission to the examination made it possible for the candidates to take a university degree.

From 1878 onwards it was natural to expect that the scheme of examination, if adjusted to the altered conditions of age, would be as successful in attracting youths from the principal English schools as it had been formerly in drawing young men from the universities.

From June 1879 to June 1888 inclusive there have been 1,829 competitors. The great majority of these, namely, 1,569, have been educated mainly at the public schools, ordinarily so called, or at grammar schools of the higher class, and may be said, therefore, speaking broadly, to have had a public school (or the equivalent of a public school) education. 616 of this number were examined direct from school, and 953 after an intermediate period of special preparation. The remaining 260 have been subject, in most cases, to special preparation after a previous education at private schools or on the continent or in India. It is worthy of notice that one twentieth of the total number of candidates have been students at the Scottish universities. The total number of successful candidates is divided in nearly similar proportions to those which have just been given for all the candidates, though the figures are rather more favourable to students of the Scottish universities.

It will thus be seen that, on the whole, the examination still attracts the class of candidates that is desired. We must add, however, that from the evidence which has accumulated since 1878 we are of opinion that the scheme of examination has, in some respects, not been sufficiently adjusted to meet the reduction in the limits of age introduced in that year. Assuming that certain alterations were made in the examination which would, we think, harmonise it more completely with existing circumstances, we should anticipate, that if the present limits of age were retained, there would be a considerable increase in the number of candidates competing directly from the public schools. As, however, we understand that the age of the candidates is under the consideration of the Secretary of State for India, we have abstained from calling attention to the subject till this preliminary question is settled.

In the case of the Army Entrance Examinations we are not furnished with data from which we can say with certainty what has been the previous education of candidates, nor have the military authorities any definite information on this point. Inquiries have, however, been made from public school masters and others, from whose answers a rough estimate may be formed as to the extent to which these examinations are successful in attracting boys direct from school. It appears that the total number of candidates competing in any one year for Woolwich and Sandhurst has been of late years about 1,200, of whom it may be stated, with some approach to accuracy, that about two thirds have been educated at public schools. Of these one half have entered for examination direct from school, and the other half after an intermediate period of special preparation; the remaining one third, say 400, having been educated entirely apart from the public schools, that is, at private schools, or by special tutors, in England or on the continent.

A distinction, however, should be made between the competitions for Woolwich and those for Sandhurst. Selecting 12 of the principal public schools as typical of the whole body, we find that during the year 1887, out of every 100 candidates examined for Sandhurst, from all sources, only 11 came direct from these 12 schools, whereas out of every 100 Woolwich candidates as many as 33 came direct from the same schools. We have no statistics to show whether, taking the successful candidates only, these per-centages would be increased or diminished. Judging from these figures, the Woolwich examination is three times as successful as that for Sandhurst in attracting boys direct from school. This appears to be partly due to the fact that candidates who enter for the Woolwich competition (the mathematical standard of which is higher than for Sandhurst) are among the more promising boys, who are doing so well at school as to give their parents no motive for removing them. It may, however, be partly also due to the different limits of age prescribed in the two cases; the age for Woolwich being 16 to 18, for Sandhurst 17 to 20; so that the limits in the latter case exceed by one year the age at which boys usually leave school.

The opinions of head masters seem to be divided on the question of the upper limit of age for the Sandhurst competition, some being of opinion that if it were lowered to 19, parents would remove their boys at a still earlier age than at present for the purpose of special tuition, others holding that a closer connexion than has hitherto existed would be established between the public schools and the army. If the age were to be 19, the upper limit for Woolwich remaining at 18, the maximum age of a cadet on completing his military training whether for the Artillery or the Line would be the same, namely 20, the Woolwich course lasting two years and that at Sandhurst one year.

Though there may be some question how far this regulation as to age accounts for the smaller number of candidates attending the Sandhurst examination direct from the public schools, as compared with the Woolwich examination, there seems to be less room to doubt that one of the new regulations before alluded to as coming into force in 1891 will in another manner bring the Army Entrance Examinations into more complete harmony with the general course of English education. We allude to the position assigned to modern languages after that date. Their predominating place in the existing scheme of examination has led to an annual exodus of English boys to the continent for the purpose of devoting themselves to a more complete study of colloquial French and German than is possible at home. The ordinary course of school life in their native country is, in the case of such boys, considerably curtailed.

A survey of the whole subject shows, we think, that, while the examinations we have been referring to unquestionably exercise a stimulating influence on large numbers of boys educated at the public schools, they have at the same time been framed with due consideration for the educational curriculum of those establishments. There is, however, another aspect of the question which, as the statistics already cited immediately suggest, is well deserving of attention. We refer to the numbers of boys who are removed from school to undergo a special preparation for examination. This fact has been adduced as an illustration of the manner in which education is now sacrificed to examination. But it must be observed that in 1869, when the Royal Commission on Military Education reported that there was "practically no competition for admission to Sandhurst," candidates desiring to enter that college left the public schools for what are generally known as "cramming" establishments to a much greater extent than at present.* The truth seems to be that the constantly growing struggle for employment forces boys to make choice of a profession at an earlier age than was formerly the case, and for most of those who desire to enter any profession to which entrance is gained by competition, success in examination necessarily becomes the immediate object of education. We believe indeed, that there is nothing in our examinations which need prevent good scholars, who, at the end of their school course, may desire to enter the Army or the India Civil Service, from succeeding. But the less clever, though hardworking, boys naturally begin to turn their thoughts to the examination at an earlier period, and if they find that they require more attention in particular subjects from their teachers than they can obtain by following the general

* The Royal Commissioners state that of the candidates for admission to Sandhurst "not more than 5 per cent. can be traced as coming direct from the great public schools." Report on Military Education, 1869-70, p. 15.

school curriculum, they will probably attempt to ensure success by submitting themselves to a course of special training.

As to the effect of this special preparation on the candidates, there will probably be much difference of opinion. The Civil Service Commissioners have more than once expressed their opinion that very exaggerated ideas prevail as to the amount of educational mischief it produces, and we may call attention to the treatment of the subject in a memorandum by Mr. Theodore Walrond on the Indian Competition printed on p. 515 of the Report of this Commission for 1875. Generally speaking, the evidence before us proves that the successful candidates in our examinations show a thorough knowledge and mastery of their subjects, and whatever objections may be raised against the so-called "cramming" system, any criticism which represents it as aiming solely at the creation of a "memoria technica" must be founded upon facts existing only in a by-gone time. At the same time it is greatly to be desired that no boy desirous of entering the public service should feel himself to be under the necessity of cutting short the natural period of his school life with all the moral and social advantages it affords; and we cannot doubt that the temptation to take this course will diminish if the public schools adapt their arrangements to meet the requirements of those among their scholars who may desire to present themselves for our examinations. Already the appearance of a "Modern side," or the addition of an "Army Class" to the Classical Department, in all the chief public schools shows how considerable has been the advance made in this direction.

For ourselves we are fully sensible of the grave responsibility imposed upon us by the tendency of a part of English school education to find its level in our examinations, and we shall strive by constant vigilance so to administer our system as to encourage liberal methods of instruction, and to ensure that only those candidates shall succeed whose knowledge has been thoroughly and intelligently acquired.

Examiners.

The following list contains the names of the gentlemen who, under the general superintendence of our Director of Examinations, Mr. Poste, and the Permanent Examiners, Mr. Butler, Mr. Bonar, and Mr. Sargant, assisted us on various occasions during the year in the conduct of our examinations:—

English Language and Literature; Geography; History, &c.—T. Arnold; A. J. Ashton; T. H. Attwater; Maj.-Gen. J. P. Battersby; J. F. Blake; R. Booth; H. C. Bowen; O. Browning; Rev. A. Caldecott; A. Cardew; C. W. Chute; Rev. Dr. W. O. Cleave; Lt.-Col. A. M. Delavoye; Professor E. Dowden; A. Foggo; H. R. Francis; Rev. H. B. George; T. W. Haddon; Professor J. W. Hales; Dr. Fitzedward Hall; V. W. C. Hamlyn; Rev. A.

W. Headlam; Rev. J. N. Hoare; J. C. Horobin; C. N. Jackson; H. Johnson; Professor T. Rupert Jones; Lt.-Col. C. C. King; Professor W. Knight; A. Lang; Rev. Dr. T. H. L. Leary; Rev. E. Ledger; W. Little; H. E. Malden; Professor J. M. D. Meiklejohn; S. P. Micholls; F. C. Montague; Rev. T. L. Papil; lon; H. A. Perry; H. F. Pooley; E. O. Pope; F. York Powell; M. Prothero; F. S. Pulling; G. F. Stevenson; H. E. Trevor; F. C. Walrond; C. Knight Watson; Rev. C. J. Wynne.

Holy Scripture.—Rev. J. H. Abrahall; Rev J. N. Hoare.

Greek and Latin Languages, Literature, and History.—Rev. J. H. Abrahall; T. Arnold; A. J. Ashton; Professor S. H. Butcher; C. W. Chute; Rev. Dr. W. O. Cleave; Rev. T. Field; H. R. Francis; Professor A. Goodwin; J. A. Hamilton; G. E. Marindin; F. C. Montague; Rev. O. Ogle; R. Ornsby; Rev. T. L. Papillon; J. Y. Sargent; H. W. Simpkinson; Professor G. C. Warr; Rev. R. Whiston.

French.—Professor R. Atkinson; M. S. Barlet; M. Henri Bué; Rev. A. C. Clapin; M. A. Cogery; Rev. J. Congreve; M. D. R. de Fontanier; Lt.-Col. Delavoye; M. A. Esclangon; Rev. J. Fuller; A. H. Douglas-Hamilton; M. Alfred Hamonet; M. A. Huguenet; A. Joy; Mrs. A. Kühlke; Dr. J. F. Kühlke; M. Henri Van Laun; E. L. Naftel; M. B. M. Petilleau; M. Henri Testard.

German.—Dr. F. Althaus; Professor R. Atkinson; Professor C. A. Buchheim; Dr. N. Heinemann; Dr. J. F. Kühlke; E. L. Naftel; Dr. E. Oswald; Rev. Dr. J. J. Overbeck; Rev. Dr. C. Schoell; Dr. J. Wallraf; H. S. Beresford Webb; H. J. Wolstenholme.

Modern Greek.—A. N. Dendrino.

Italian.—Professor R. Atkinson; Signor C. F. Coscia; C. C. Lacaita; Signor V. Papucci; G. Fleetwood Wilson.

Irish.—Rev. Professor J. Goodman; J. Molloy.

Portuguese.—Professor A. Peixoto.

Spanish.—E. Armstrong; H. E. Commodore E. Casariego; Señor Don Pascual de Gayangos; D. Hannay.

Russian.—E. A. Cazalet; R. Michell.

Turkish.—Dr. C. Wells.

Arabic.—Rev. A. Tien, Ph.D., M.R.A.S.; Dr. C. Wells.

Sanskrit.—Professor E. B. Cowell.

Hindustani.—Dr. Fitzedward Hall.

Mathematics, Pure and Mixed.—T. H. Attwater; W. H. Besant; C. E. Bickmore; Rev. J. Bond; S. O. Buckmaster; Professor A. S. Butler; Professor M. W. Crofton; Rev. J. Fuller; Professor W. Garnett; Rev. S. W. Gibson; Professor A. G. Greenhill; Professor H. Hart; Rev. A. W. Headlam; J. C. Horobin; Professor C. J. Lambert; Rev. W. H. Laverty;

Rev. E. Ledger; Professor W. J. Lewis; Major P. A. Macmahon, R.A.; J. Marshall, jun.; G. K. Paley; Rev. G. S. Ward; Rev. Dr. H. W. Watson; Professor B. Williamson; Rev. A. Wrigley.

Chemistry; Electricity and Magnetism; Heat and Light; Geology and Mineralogy; Physics; Physical Geography.—J. F. Blake; Rev. Prof. T. G. Bonney; Professor A. S. Butler; Professor W. Garnett; R. T. Glazebrook; W. T. Goolden; Professor T. Rupert Jones; Lt.-Col. C. C. King; Professor C. J. Lambert; Professor V. B. Lewes; Professor G. D. Liveing; H. F. Newall; Professor S. P. Thompson.

Botany; Zoology; and Physiology.—Professor G. D. Liveing; Dr. M T. Masters; E. B. Poulton.

Moral Sciences, Logic, and Political Economy.—R. R. Cherry; Professor H. S. Foxwell; Professor W. Knight; W. C. Sidgwick; Professor W. Wallace.

Law and History (Constitutional and Political).—A. J. Ashton; Spencer Butler; R. Campbell; G. L. Denman; K. E. Digby; V. W. C. Hamlyn; E. Myers; F. York Powell; F. S. Pulling.

Architecture, Civil Engineering and Surveying, Mechanical Engineering, Practical Geometry, and Geometrical Drawing, &c.—E. B. Ellice Clark, C.E.; Major A. G. Clayton, R.E.; Lieut.-Col. A. J. C. Cunningham; Professor T. H. Eagles; B. Fletcher, F.R.I.B.A.; Capt. L. C. Jackson, R.E.; W. H. Mills; C. Mulvany, jun.; W. Castle Turner, C.E.; H. Ward, C.E.

Freehand Drawing.—Professor T. H. Eagles; Rev. W. Kingsley; Rev. R. St. John Tyrwhitt.

Book-keeping.—E. E. Humphreys; B. Whishaw.

School Management and Organisation.—H. C. Bowen; J. G. Fitch.

Vocal Music.—Dr. J. F. Bridge.

Practical Farming.—Dr. J. A. Voelcker; Professor J. Wilson.

Modern Sanitation.—E. B. Ellice Clark, C.E.; H. Ward, C.E.

Bookbinding.—J. Leighton.

Telegraph Stores and Instruments.—J. Gavey.

Art Handbooks.—Professor T. H. Eagles.

Shorthand.—Dr. W. Thomson.

Employed at the Periodical and Final Examinations of the Candidates selected for the Civil Service of India.

Jurisprudence.—Professor E. C. Clark; C. P. Ilbert, C.S.I., C.I.E.

Law of India, &c.—C. P. Ilbert, C.S.I., C.I.E.

Notes of Cases, and Law of Evidence.—Kenelm E. Digby; T. S. Soden.

History and Geography of India.—Claude Erskine; H. G. Keene, C.I.E.

Political Economy.—W. C. Sidgwick.

Hindustani.—Dr. Fitzedward Hall; J. T. Platts.

Telugu.—L. Forbes.

Hindi.—Dr. Fitzedward Hall.

Bengali.—W. S. Seton-Karr.

Marathi.—Rev. S. D. Bhabha.

Tamil.—E. W. Bird; Rev. S. Hobbs.

Gujarati.—Rev. Dr. J. Glasgow.

Burmese.—Lieut.-General Horace A. Browne.

Sanskrit.—Dr. Fitzedward Hall.

Arabic.—Rev. A. Tien, Ph.D., M.R.A.S.

Persian.—Professor E. B. Cowell; E. H. Whinfield.

Agricultural Chemistry.—Dr. J. A. Voelcker.

Geology.—P. H. Carpenter, D.Sc., F.R.S.

Botany.—P. H. Carpenter, D.Sc., F.R.S.

Riding.—Major W. S. Langley, R.A.; Lieut.-Col. J. M. Murray, R.H.A.

Superintendent of Examinations in Dublin.—G. Johnstone Stoney, F.R.S.

Superintendent of Examinations in Edinburgh.—George Seton, Advocate, Secretary to the General Register Office for Scotland.

All which we humbly submit to Your Majesty's most gracious consideration.

Witness our hands, this twenty-fifth day of June one thousand eight hundred and eighty-nine.

G. W. DASENT.
W. J. COURTHOPE.

APPENDIX.

CORRESPONDENCE.

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CORRESPONDENCE.

HOME CIVIL SERVICE.

Redundant Officers.

REDUNDANT OFFICERS.

The Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 19th July 1888.

Transfer and Promotion.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to call your attention to the recent resolution of the House of Commons that "in any further reorganisations, officials who are still able "and willing to render service for the public shall be provided with "employment in other Departments, instead of being forced to become "useless burdens upon the country," and I am to remind you that my Lords have been endeavouring for a long time past to give effect to the policy to which that resolution gives utterance, by stopping further examinations for Class I. of the Civil Service.

The transfer of men of middle age and of some length of service from one Department to another presents many difficulties, and, in order to attain their object, my Lords will find it necessary, occasionally, to transfer a thoroughly efficient redundant officer from an office for which a first class examination is not required, to an office for which a first class examination is required, the vacancy in the first-named office being either not filled at all, or filled by appointment of a Lower Division Clerk.

Such transfers will be made under Clause 7 of the Order in Council of 1870.

The Postmaster-General notifies to them a vacancy in his Secretary's office, and asks as to the manner in which it is to be filled. My Lords have reason to believe that he would, at their request, fill it by transfer from the Money Order Office, of a competent Clerk, but before they make such request, they would be glad to learn that you are able to co-operate with them, and that you will grant your certificate to an Officer so transferred, on satisfying yourselves that he is qualified for the new post.

I am, &c.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 23rd July 1888.

IN reply to your letter of the 19th instant, respecting the proposed transfer of Redundant Officers from offices for which a first-class examination is not required to offices for which a first class examination is required, I am directed to state, for their Lordships' information, that, in the opinion of the Civil Service Commissioners, transfers in the Higher Division of the Civil Service should, as a general rule, be restricted to persons who have passed the first class examination.

In view, however, of the present state of the Civil Service, and of the necessity to utilise the existing staff as far as possible without making new appointments, the Commissioners are of opinion that there is no

positive bar to the transfer to a Class I. Department of thoroughly efficient Clerks who are not in the Lower Division of the Civil Service, but who have not passed the first class examination. REDUNDANT OFFICERS.

In the case of any transfer of the kind, the Commissioners would require to be put in possession of the fullest evidence as to the knowledge and ability of the transferred Clerk, and would, if it should seem necessary, subject him to examination. Transfer and Promotion.

In cases, however, where it may be proposed to appoint a Clerk, originally selected on a lower scheme of examination to the first class branch of the Department in which he is serving, it would appear to the Commissioners to be more convenient to proceed not by transfer, but by promotion on analogous principles to those laid down in clause 18 of the Order in Council of the 12th February 1876.

I have, &c.

The Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 10th August 1888. REDUNDANT OFFICERS.

THE House of Commons agreed recently to the following resolution:— House of Commons Resolution.

"That the reorganisations in the Accountant-General's and Secretary's Departments of the Admiralty have been injurious to the public interests, by resulting in increased charges for those Departments, and by needlessly adding to extravagant pensions and bonuses; and that in any further reorganisations, officials who are still able and willing to render service for public money shall be provided with employment in other Departments instead of being forced to become useless burdens upon the country."

In presence of this said Resolution my Lords are of opinion that all examinations for Clerkships in the Civil Service should be suspended for the present.

I am, &c.

LOWER DIVISION.

LOWER DIVISION.

The Secretary, Civil Service Commission, to the Secretary, General Board of Commissioners in Lunacy, Scotland.

SIR, 21st March 1888.

* * * I AM directed to acquaint you, for the information of the General Board of Commissioners in Lunacy, that by the Order in Council of 12th February 1876 the Civil Service Commissioners must, with exceptions not at present material, assign Boy Clerks for service in the order of their names on the lists, as was indicated in Mr. Mann's letter of 22nd April 1880.* Assignment of Boy Clerks.

But, under clause 10 of the Order, a Department may decline to accept any Clerk assigned to it, and it would, the Commissioners apprehend, be competent to your Department to report, as the reason for not accepting such clerk, the circumstance that his age was so near the period of superannuation as to make it undesirable to employ him in a Department requiring special training.

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* Printed at page 645 of the Appendix to the 25th Report.

LOWER DIVISION.

Assignment of Boy Clerks.

If, therefore, the Board of Lunacy should state that on this ground they had determined not to accept A.B. or any other Boy Clerk who was over some specified age, the Commissioners would feel justified in assigning the first boy on the list who was below that age without troubling your Department formally to decline the services of the ineligible boys above him on the list.

* * * * *

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 3rd November 1888.

Employment of Boy Clerks as Boy Copyists.

I AM directed to acquaint you, for the information of the Lords Commissioners of Her Majesty's Treasury, that the Civil Service Commissioners, understanding that their Lordships intend by Order in Council to extend the age to which Boy Clerks may be retained in employment from 19 to 20, apprehend that some hardship may be alleged in the case of Boy Clerks who may have attained the age of 19 before the issue of the Order in Council, and who cannot under existing regulations be employed as Boy Copyists unless they have previously passed the usual examination for that situation and have been placed on the register while within the prescribed limits of age 14 to 18.

The Commissioners would accordingly suggest, for their Lordships' consideration, that the regulations might with advantage be amended in the manner indicated in the accompanying copy so as to allow those of the Boy Clerks concerned who may be willing, and who may be recommended by the Departments in which they formerly served, to be placed on the register of Boy Copyists.

It will be observed that, as any Boy Clerks who may thus be employed as Boy Copyists would be remunerated at the initial scale of payment for Copyists, the State would secure trained servants at a considerably reduced rate.

The Commissioners would also suggest that Boy Clerks who may be discharged on attaining the age of 19 before the issue of the new Order in Council might be allowed to take part in the next limited competition under the provisions of Clause VII. of the Order in Council of the 4th June 1870, provided that they are not over 20 at the time of the examination.

I have, &c.

ENCLOSURE.

ADDITION to REGULATIONS respecting TEMPORARY BOY COPYISTS in PUBLIC DEPARTMENTS.

* * * * *

14. Any person who has been certificated as a Boy Clerk of the Lower Division may be placed on the Register of Boy Copyists without further examination, although he may have exceeded the age of 18 at the time of registration.

The Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 16th November 1888.

ADVERTING to Mr. Lockhart's letter of the 3rd instant, I am directed by the Lords Commissioners of Her Majesty's Treasury, to state that they have caused a Draft Order in Council extending the

limit of age for the retention of Boy Clerks in the service (viz., from 19 to 20 years) to be prepared and forwarded to the Council Office, and have requested that it may be submitted for the approval of Her Majesty forthwith. LOWER DIVISION.

I am further to state that in order to mitigate the hardship which might be caused to those Boy Clerks who may have attained the age of 19 before the issue of the new Order in Council, their Lordships approve of the amendment you propose in the regulations which will allow such of these Boy Clerks as may be willing and are recommended by the heads of their Departments to be placed on the register of Boy Copyists without further examination, although they have exceeded the age of 18 at the time of registration. Employment of Boy Clerks as Boy Copyists.

Their Lordships also approve the proposal that Boy Clerks situated as above described should be allowed to take part in the next limited competition for Men Clerkships of the Lower Division under the provisions of Clause VII. of the Order in Council of 4th June 1870, provided they are not over 20 years of age at the time of the examination.

I have, &c.

The Clerk of the Council to the Secretary, Civil Service Commission.

SIR, 24th November 1888.

I AM directed by the Lord President of the Council to transmit to you, for the information and guidance of all whom it may concern, the enclosed Order of Her Majesty in Council of the 17th instant, amending Order in Council of 12th February 1876, by extending the limits of age within which Boy Clerks may be retained in the Civil Service from 19 years, as at present, to 20 years of age. Extension of age for employment of Boy Clerks.

I am, &c.

ENCLOSURE.

At the Court at Windsor, the 17th day of November 1888.

Present:

The QUEEN'S most Excellent MAJESTY in COUNCIL.

WHEREAS by an Order in Council made at Her Majesty's Court at Windsor, on the 12th day of February 1876, Her Majesty, by and with the advice of Her Privy Council, was pleased to make regulations respecting the Lower Division of Her Majesty's Civil Service:

And whereas among the regulations so made are the following:—

Candidates for Men Clerkships must be over 17 and under 20 years of age.

8. Each competitor named in a list shall remain thereon until he attains the age (if a man) of 25 years, and (if a boy) of 19 years, unless in the meantime he has been appointed to a situation in some public office.

Men on completing their 25th year, and boys on completing the 19th year of their ages respectively, or on receiving appointment shall be removed from the list.

11. Boy Clerks shall not be retained as such in any Department after completing their 19th year.

And whereas the Lords Commissioners of Her Majesty's Treasury have represented unto Her Majesty the advisability of repealing the aforesaid regulations, and of substituting others therefor:

Now, therefore, Her Majesty, by and with the advice of Her Privy Council, is pleased to order, and it is hereby ordered, as follows:—

1. On and after the date of this Order the aforesaid regulations shall be and the same are repealed.

LOWER DIVISION.

Extension of age for employment of Boy Clerks.

2. In lieu of the regulations so repealed as aforesaid, the following regulations are substituted:—

Candidates for Men Clerkships must be over 17 and under 20 years of age.

8. Each competitor named in a list shall remain thereon until he attains the age (if a man) of 25 years, and (if a boy) of 20 years, unless in the meantime he has been appointed to a situation in some public office.

Men on completing their 25th year and boys on completing the 20th year of their ages respectively; or on receiving appointments, shall be removed from the list.

11. Boy Clerks shall not be retained as such in any Department after completing their 20th year.

C. L. PEEL.

COPYISTS.

COPYISTS.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 12th May 1888.

Bonus and gratuity.

I AM directed to state, for the information of the Lords Commissioners of Her Majesty's Treasury, that the Civil Service Commissioners have had before them an application from Mr. A.B., a registered Copyist in the employment of the Local Government Board, to be allowed to count 3½ years of service as Clerk to a Temporary Commission towards bonus and gratuity.

Mr. A.B. bases his application on the ground of the concession made to Copyists who served as Clerks in the Census Office, and, as the Commissioners are not aware that there is any difference, except in name, to distinguish service rendered by a Copyist in the Census Office from service as Clerk to a Temporary Commission, they desire to submit his case to the consideration of their Lordships.

I am to add that, if the service Mr. A.B. claims for had been in the Census Office, he would have satisfied the conditions laid down in your letter of November 15th, 1887, with reference to the case of Copyists employed in the Census Office, and that four other Copyists still on the register have also served as Clerks to Temporary Commissions.

I have, &c.

The Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 1st June 1888.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to state that under the circumstances represented in Mr. Lockhart's letter of the 12th ultimo, they sanction the period of employment as Clerk to a Temporary Commission served by Mr. A.B., a registered Copyist under the Local Government Board, being allowed to reckon for the bonus and gratuity fixed by this Board's Minute of December 1886. Their Lordships further assent to any other cases of a like nature being similarly treated.

I am, &c.

The Secretary, Treasury, to the Civil Service Commissioners.

COPYISTS.

Overtime.

GENTLEMEN, 18th August 1888.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to acquaint you that, in connexion with the accounts of a Temporary Commission, the attention of this Board has been called to the unlimited overtime employment which arises occasionally in the case of Copyists in the Public Service.

Their Lordships have reason to believe that you have not laid down any rule as to the maximum remuneration payable to Copyists for overtime employment. The only rule affecting the point is, they believe, that if a Copyist is required to give his services after official hours, he must do so receiving payment at the same rate, whether by the hour or by the piece, as in the official hours.

The present system appears to this Board to be unsatisfactory on several grounds, viz.:—

(1.) The impossibility of any real check over the charges made being exercised by the person who is responsible for the employment of the Copyist.

(2.) The unfair temptation to overcharge placed in the way of the person employed.

(3.) The excessive labour imposed upon the individual, amounting, in one case brought to the notice of the Treasury, to as much as 14 hours in a single day.

With the facts before them, their Lordships would inquire whether you deem it desirable that some rule should be drawn up prescribing a limit for such employment in future, observing that *three* hours of overtime in any one day in addition to the regular official hours, would appear to be a reasonable limit.

I am, &c.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 23rd August 1888.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 18th instant on the subject of the employment of Copyists overtime.

In reply I am to state, for the information of their Lordships, that, as is stated in your letter, no rule limiting such employment has hitherto been laid down. The Civil Service Commissioners could not, however, prescribe any rule on the subject except by an addition to the regulations, which, after it had received their Lordships' approval, must be published in the London Gazette.

* * * * *

The Commissioners are fully sensible of the evils which may arise from an unlimited resort to overtime in the case of Copyists, and they desire me to thank their Lordships for calling their attention to the matter, because it appears that in two cases within their own cognizance overtime employment has been prolonged to an injurious extent.

The first of these is the Copying Office of this Department. Here, not very unfrequently, it is necessary to copy plans for other Departments, principally the Local Government Board and the Board of Trade. Work of this kind can be properly performed only by men who have had the necessary training, of whom the Commissioners seldom have any on their own staff. They have, therefore, had the work done after the ordinary hours by Copyists employed during the day in other

COPYISTS.
Overtime.

offices, and, in the effort to return the copy at the time specified, have not infrequently allowed and even required the Copyists to work much over three hours a day. It is true that the employment has been occasional, so that no man has given (in the last six months) so much as two hours a day on the average, and, as such work is paid for exclusively by a piece rate, there is full security that it is performed. But the Commissioners are so strongly of opinion that the extra work of Copyists should be limited, especially when, as in this case, the Department which issues it is unable to watch the performance of the ordinary daily duty undertaken elsewhere, that they have given directions that in future a three hours' limit shall not be exceeded.

In the other case referred to, viz., the employment of Copyists at night in the Journal Office of the House of Commons, though the men are there under efficient supervision, that Department again is necessarily without any control over the performance of their ordinary daily duty, while the office in which the Copyists pass the day is, of course, unaware of the extent of their nightly employment.

It is believed that the Journal Office work cannot be delayed, and that it would be inconvenient, if not impossible, to increase the number of persons employed on it. If, therefore, their Lordships should be of opinion that it is important to stop the present excessive night work of Copyists in that Department, it would appear to be necessary to arrange for the performance of the business by some other agency.

I am to annex a statement* of the number of hours for which Copyists employed at the House of Commons have been paid in each week of the last two months.

As will have been gathered from the foregoing, the Commissioners are of opinion that the precise limitation proposed in your letter, viz., to three hours a day, is a reasonable one.

I have, &c.

FOREIGN OFFICE.

FOREIGN OFFICE.

The Under Secretary of State, Foreign Office, to the Secretary, Civil Service Commission.

SIR, 15th June 1888.

As to retention of Greek as a subject of examination.

I AM directed by the Marquis of Salisbury to request that you will state to the Civil Service Commissioners that, having regard to the importance of encouraging the study of modern languages by candidates for clerkships in this office, his Lordship is anxious to be informed whether they would see any objection to ancient Greek being dropped from the list of optional subjects, thus leaving the candidates either Spanish or Italian to choose from.

I am, &c.

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* Not printed here.

The Secretary, Civil Service Commission, to the Under Secretary of State, Foreign Office.

FOREIGN OFFICE.

SIR, 27th June 1888.

IN reply to your letter of the 15th instant requesting that the Marquis of Salisbury might be informed whether the Civil Service Commissioners saw any objection to ancient Greek being omitted from the list of optional subjects in the examination for Foreign Office clerkships,

As to retention of Greek as a subject of examination.

I am directed to state that, while the Commissioners fully appreciate the importance of encouraging the study of modern languages by candidates for clerkships in the Foreign Office, there are considerations which, in their opinion, would render it undesirable to attain this object by removing Greek from the list of optional subjects prescribed for examination. They apprehend that the effect of such a change would be (1) that candidates preparing themselves by a special course of training for this examination would drop Greek out of their education; (2) that young men who, after receiving a classical education at the public schools and universities, desired to be nominated for the Foreign Office would be placed at a certain disadvantage in the examination. Either of these results would, in the opinion of the Commissioners; be unfortunate; in the case first supposed because a branch of education to which the experience and observation of the Commissioners lead them to attach the highest importance as an instrument of intellectual training would disappear from the requirements of the Foreign Office; and in the second case because a class of candidates would be discouraged who had received an education well qualifying them in many respects for the duties they would have to discharge, and one which, by the general testimony of experts, enables them to acquire a knowledge of modern languages with far greater facility and accuracy than those who have not had the same training in Latin and Greek.

The Commissioners would further request you to draw Lord Salisbury's attention to the table appended to this letter showing the results of examinations for Foreign Office clerkships between the years 1882–88. From this it will be seen that a considerable proportion of the candidates nominated to compete chose Greek as one of their optional subjects; that of those who did so the greater number had been educated either in one of the public schools, or one of the universities; and that of the five successful candidates, four offered Greek and had been educated at a public school, while two of them had also been at a university.

It appears to the Commissioners that an effect of the change proposed might not improbably be to diminish the number of candidates who had received a public school or university education, or to compel candidates preparing for the Foreign Office to seek their education in the modern departments of the public schools, the training in which, there is reason to believe, is inferior in soundness and thoroughness to that given on the classical sides.

The Commissioners venture to suggest, for the consideration of Lord Salisbury, that these consequences might be avoided and the object of encouraging the study of modern languages attained, by allowing three optional subjects to be taken up, two of which must be languages.

I have, &c.

FOREIGN OFFICE.

As to retention of Greek as a subject of examination.

ENCLOSURE.

TABLE showing certain particulars respecting CANDIDATES for FOREIGN OFFICE CLERKSHIPS during the Years 1882–88 (June).

*** In this table a candidate nominated twice or more is counted as two or more candidates.

	Nominated to Compete.
Number of candidates nominated	39
" " successful	5
Number educated at a public school	30
" " " successful	4
Number educated at a university	15
" " " successful	3
Number of candidates taking Greek	21
" " " successful	4
Candidates educated at a public school taking Greek	19
" " " " successful	4
Candidates educated at a university taking Greek	10
" " " " successful	2

The Under Secretary of State, Foreign Office, to the Secretary, Civil Service Commission.

SIR, 20th October 1888.

Examinations in the Belgian Diplomatic Service.

I AM directed by the Secretary of State for Foreign Affairs to transmit to you, to be laid before the Civil Service Commissioners, the accompanying Despatch in original, ... enclosing regulations for the examination of Belgian diplomatists on commercial subjects.

I am, &c.

ENCLOSURE 1.

MY LORD, Brussels, 16th October 1888.

I HAVE the honour to enclose, for your Lordship's information, an extract from the official "Moniteur Belge" of yesterday, publishing the regulations issued by the Minister for Foreign Affairs, in execution of the Royal Decree of the 4th of January 1888, for the examination of junior members of the Belgian Diplomatic Service on commercial subjects.

I have, &c.
(Signed) VIVIAN.

The Marquess of Salisbury, K.G.,
&c. &c. &c.

FOREIGN OFFICE.

Examinations in the Belgian Diplomatic Service.

ENCLOSURE IN No. 1.

Moniteur Belge: Journal Officiel.—58e Année, N. 279.

Vendredi, 5 Octobre 1888.

Lois, Arrêtés Royaux, et Actes du Gouvernement.

Ministère des affaires étrangères.—Corps diplomatique.

ARRÊTÉ ministériel pris en exécution de l'article 10 de l'arrêté royal du 4 février 1888.*

Le Ministre des affaires étrangères, vu l'article 10 de l'arrêté royal du 4 février 1888 ; sur la proposition de la commission instituée par l'article 6 du dit arrêté.

Arrêté.

Art. 1. La commission instituée pour l'examen commercial se réunira chaque année, au département des affaires étrangères, le troisième mardi du mois de janvier et les jours suivants, jusqu'à ce que la liste des récipiendaires soit épuisée.

Art. 2. Seront exclusivement admis à se présenter devant la commission pour subir l'examen les attachés de légation qui ont subi l'examen diplomatique ou les secrétaires de légation de seconde classe.

Art. 3. Les inscriptions seront prises, soit en personne au secrétariat général du ministère, soit par lettre adressée au ministre des affaires étrangères. La liste d'inscription contiendra les nom, prénoms, lieu de naissance et domicile des candidats.

Les récipiendaires devront produire soit le brevet d'aptitude au grade de secrétaire de seconde classe, soit la copie de leur nomination au grade de secrétaire de seconde classe.

Art. 4. La liste des inscriptions sera close vingt jours avant celui de l'ouverture de la session.

Art. 5. L'ordre dans lequel les récipiendaires seront examinés sera déterminé par la voie du sort.

Art. 6. Le tirage au sort sera fait devant les intéressés par le délégué du ministre des affaires étrangères, au moins dix jours avant l'ouverture de la session.

Art. 7. Les récipiendaires seront avertis, par lettre du jour auquel ils seront appelés à l'examen écrit.

Art. 8. Le ministre des affaires étrangères adresse à la commission d'examen la liste des inscriptions et la liste nominative des récipiendaires, telle qu'elle aura été déterminée par le sort. Ceux qui auront été portés sur ces listes seront seuls admis à l'examen.

Art. 9. La commission s'assemblera le jour de l'ouverture de la session, à 9 heures du matin, et prendra toutes les dispositions concernant ses séances.

Art. 10. L'examen par écrit précède l'examen oral ; il a lieu à la fois entre tous les récipiendaires et dure un jour. Il est accordé aux récipiendaires trois heures au moins pour l'examen écrit.

Art. 11. Les récipiendaires prennent place dans la salle d'après le numéro d'ordre qui leur a été assigné par la voie du sort, conformément à l'article 5.

La commission prend toutes les mesures nécessaires pour que les récipiendaires soient rigoureusement surveillés pendant leur travail.

Les récipiendaires ne peuvent communiquer entre eux, ni avoir de livres écrits ou notes quelconques.

Art. 12. Vingt questions rentrant dans le cadre des matières indiquées à l'article 4 de l'arrêté royal du 4 février 1888, sont placées dans l'urne, deux sont tirées au sort immédiatement avant l'examen écrit et sont aussitôt dictées à tous les récipiendaires.

La commission aura pris soin d'arrêter chaque année, au mois de janvier, les vingt questions destinées à servir de base à l'examen de l'année suivante. Ce questionnaire sera, dans les dix jours, publié au "Moniteur belge" par les soins du ministère des affaires étrangères.

Art. 13. Les réponses, écrites et signées de chaque récipiendaire, sont renfermées, en leur présence, dans une enveloppe scellée du sceau de la commission.

Art. 14. L'examen oral commence le lendemain ou le surlendemain de l'examen écrit ; il dure une demi-heure pour chaque récipiendaire.

Art. 15. Les réponses sont décachetées et lues à haute voix avant l'examen oral.

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* Voir "Moniteur Belge" du 15 février 1888.

FOREIGN OFFICE.

Examinations in the Belgian Diplomatic Service.

Art. 16. Immédiatement après chaque examen oral, la commission se retire pour délibérer sur l'admission du récipiendaire. Le procès-verbal de la déliberation est dressé après que tous les récipiendaires ont subi l'examen oral. Il contient la mention du mérite des examens et fixe le rang entre les récipiendaires admis ; il en est donné sur-le champ lecture aux récipiendaires et aux assistants.

Art. 17. Les récipiendaires qui, étant présents, se sont retirés de l'examen écrit ou oral sans motif légitime admis par la commission, ou qui, étant inscrits, ne se sont pas présentés, ne peuvent plus se répresenter à l'examen dans la même session.

Art. 18. Les brevets d'aptitude au grade de secrétaire de légation de 1re classe sont rédigés conformément au modèle annexé au présent arrêté.

Ils sont signés par tous les membres de la commission et contiennent la mention que la réception a eu lieu d'une manière satisfaisante, avec distinction, avec grande distinction, ou avec la plus grande distinction.

Art. 19. Les brevets d'aptitude sont délivrés aux candidats dont on a prononcé l'admission, à la diligence du secrétaire de la commission, dans les dix jours de leur admission.

Ils sont imprimés ou lithographiés ; ils portent la date du jour de l'admission et le sceau de la commission qui les a délivrés.

Art. 20. Le sceau de la commission est aux armes du royaume, avec la légende :—Commission d'examen pour le grade de secrétaire de légation de 1er classe.

Art. 21. Les registres de la commission seront clos à la fin de chaque session ; ils seront remis au ministre des affaires étrangères. Les procès-verbaux seront signés par le président et le secrétaire de la commission.

Art. 22. Nul ne peut, en qualité de membre de la commission, prendre part à l'examen d'un parent ou allié, jusques et y compris le quatrième degré, a peine de nullité.

Art. 23. La commission présentera chaque année, au Ministre, son rapport sur les résultats du concours, lequel sera transcrit sur les registres de la commission.

Art. 24. Les dispositions du présent arrête, relatives aux inscriptions, seront rappelées dans le "Moniteur," au moins six semaines avant l'ouverture de chaque session.

Art. 25. Le présent arrêté sera inséré au "Moniteur."

Disposition transitoire.

Par dérogation à l'article 12, § 2, le questionnaire destiné à servir de base à l'examen du mois de janvier 1889, sera publié au "Moniteur belge" dans les premiers jours du mois d'Octobre 1888.

LE PRINCE DE CHIMAY.

Bruxelles, le 1er octobre 1888.

MODÈLE de brevet d'aptitude annexé à l'arrêté ministériel du 1er octobre 1888.

Commission d'examen pour le grade de secrétaire de légation de 1re classe.

Au nom de Sa Majesté le Roi de Belges. Le . . . . . (nom et prénoms du récipiendaire), ... après avoir subi . . . . . (le mérite de l'examen) . . . . . l'examen commercial prescrit par l'arrêté royal du 4 février 1888, a été, en séance de la commission d'examen, déclaré apte à remplir les fonctions de secrétaire de légation de 1re classe.

Bruxelles, le . . . . . .

(Suivent les signatures.)

Questionnaire destiné a servir de base a l'examen du 15 janvier 1889.

1. Donner une idée générale de la situation économique des principaux pays du monde (législation et faits commerciaux).

2. Exposer la politique économique suivie par le gouvernement belge depuis 1830, et faire connaître, au moyen de données officielles prises à des intervalles réguliers, le chiffre global du commerce de la Belgique avec l'étranger pendant le même période.

FOREIGN OFFICE.

Examinations in the Belgian Diplomatic Service.

8. Indiquer les stipulations essentielles et habituelles des traités de commerce conclus, par la Belgique, avec les pays étrangers.

4. Enumérer les grandes voies de communication (canaux et chemins de fer) reliant la Belgique aux pays limitrophes en donnant quelques indications sur les centres producteurs et commerciaux qu'elles desservent des deux côtés des frontières.

5. Donner une idée des travaux exécutés dans les grands ports européens, en vue de perfectionner les installations maritimes, et indiquer l'importance et la nature des affaires qui se traitent habituellement dans ces ports.

6. Faire l'exposé des systèmes coloniaux qui ont été appliqués par les principaux pays d'Europe.

7. Quelles sont les lignes de navigation régulières existant entre les différents ports belges et les pays étrangers? Dans quelles conditions sont-elles établies?

8. Faire connaître les mesures prises dans les principaux pays d'Europe en vue de venir en aide à l'agriculture nationale. Fournir quelques indications relativement aux productions agricoles de la Belgique.

9. Quel a été la régime de l'Escaut depuis le traité de Westphalie jusqu'à l'époque actuelle? Indiquer les conséquences au point de vue commercial.

10. Faire un exposé méthodique des principales attributions des consuls belges en pays étranger.

11. Quel est le système monétaire usité en Belgique? Faire connaître l'objet des conventions monétaires internationales auxquelles la Belgique a pris part depuis 1865.

12. Analyser les stipulations des plus récents arrangements internationaux auxquels la Belgique a participé concernant la reconnaissance des sociétés commerciales, la protection des marques de fabrique et de commerce, les questions consulaires.

13. Faire connaître l'importance des bassins houillers belges et l'état de l'industrie charbonnière, en exposant les mesures qui ont été prises ou préconisées pour améliorer la situation actuelle.

14. Rapport sur l'industrie métallurgique en Belgique, au point de vue de son développement et de l'exportation de ses produits.

15. Quels sont les principaux articles d'exportation belge? Donner une idée de l'importance des industries nationales qui s'y rapportent, du nombre d'ouvriers qu'elles occupent, du mouvement d'affaires auquel elles donnent lieu. Quels sont les principaux articles d'importation en Belgique? Indiquer la valeur de ces produits étrangers et l'importance des recettes qu'ils procurent à la douane belge. D'après quelles bases sont fixés les chiffres qui représentent, dans les statistiques belges, la valeur des exportations et des importations?

16. Indiquer approximativement le mouvement annuel de la navigation dans les ports belges, l'effectif de notre marine marchande et de la pêche maritime. Comment est organisé le service de la marine de l'Etat depuis 1863?

17. Donner une idée des bases adoptées, dans les principaux pays, pour la perception des droits de douane sur les articles suivants: fers, fils, tissus, produits de l'industrie verrière. Présenter les observations que suggèrerait l'application des différents systèmes, notamment en ce qui concerne le poids et la valeur.

18. Vue d'ensemble sur les relations commerciales existant entre la Belgique et les Etats-Unis d'Amérique. Comparer l'état économique des deux pays, leurs ressources et leurs besoins respectifs.

19. Observations sur les ressources que la République Argentine offre à l'acitvité des Belges sous le rapport du commerce et de colonisation.

20. Situation actuelle du Congo, ses richesses naturelles et son avenir probable au point de vue du commerce.

(N.B.—Les récipiendaires obtiendront à la direction du commerce et des consulats du ministère des affaires étrangères des renseignements précis concernant les documents et ouvrages à consulter en vue de l'étude des questions énumérées ci-dessus.)

Certifié par le secrétaire général du ministère des affaires étrangères,

BARON LAMBERMONT.

TREASURY.

TREASURY.

The Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 26th June 1888.

As to application of Clause VII. of Order in Council of 4th June 1870.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to transmit to you herewith, in original, a letter dated 16th instant from the Science and Art Department as to the necessity for the issue of a fresh certificate to make regular the promotion of Mr. A.B., formerly a Clerk in the Edinburgh Museum, to be an Assistant in the Industrial Department of that institution, and I am to request that you will state your views as to the proposed issue of a certificate under Clause VII. of the Order in Council of the 4th June 1870.

I am, &c.

ENCLOSURE.

Science and Art Department,
16th June 1888.

SIR,

I AM directed by the Lords of the Committee of Council on Education to state, for the information of the Lords Commissioners of Her Majesty's Treasury, that the Comptroller and Auditor General is of opinion that a fresh certificate of the Civil Service Commissioners is required to make regular the promotion of Mr. A.B., formerly a Clerk in the Edinburgh Museum, to be an Assistant in the Industrial Department of the same institution. This promotion took place in March 1887, and was in accordance with former precedent.

In these circumstances I am to request that you will have the goodness to move the Lords Commissioners of the Treasury to sanction application being made to the Civil Service Commissioners for the issue of the necessary certificate in Mr. A.B.'s behalf under Clause VII. of the Order in Council of the 4th June 1870.

I am, &c.

The Secretary,
Her Majesty's Treasury.

(Signed) J. F. D. DONNELLY.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 30th June 1888.

I AM directed to acknowledge the receipt of your letter of the 26th instant, with enclosure, requesting the Civil Service Commissioners to state their opinion as to the proposed issue of a certificate under Clause VII. of the Order in Council of the 4th June 1870 in favour of Mr. A.B. in order to legalise his appointment as Assistant in the Edinburgh Museum.

In reply, I am to state, for their Lordships' information, that the language of the clause in question, which limits its employment to cases in which the necessary qualifications are peculiar or in which it is for the public interest that the ordinary rules of examination should be relaxed, does not appear to the Commissioners to justify its application in order to legalise an irregular appointment unless there are other circumstances in the case which would bring it within the scope of the clause.

If, however, their Lordships, having all the circumstances before them, should decide to present Mr. A.B. under Clause VII. of the Order in Council, the Commissioners would require to be fully satisfied that he possessed the necessary qualifications for the situation before they could consent to exempt him either wholly or partially from examination.

I have, &c.

CORRESPONDENCE

RELATING TO

MILITARY EXAMINATIONS.

MILITARY ENTRANCE EXAMINATIONS.

MILITARY ENTRANCE EXAMINATIONS.

Revision of Woolwich and Sandhurst Regulations.

The Director-General of Military Education, to the Director of Examinations, Civil Service Commission.

SIR, 21st June 1888.

THE subject of the entrance examination for the Royal Military Academy, Woolwich, was lately brought to the notice of the Secretary of State for War, by the Civil Service Commissioners at a personal interview, and I am now directed by His Royal Highness the Commander-in-Chief to communicate the opinion at which the Secretary of of State has arrived in conjunction with himself.

The Commissioners are aware that representations have been made in Parliament that the subject of "Experimental Science" has not been fairly dealt with in the new Regulations which come into force in November 1888, and the Civil Service Commissioners stated at their interview with Mr. Stanhope that, in their opinion, all optional subjects must be marked at the same value in order to retain any place in the examination at all.

In order to solve this question it appears to be necessary to re-arrange the classification of subjects, and to make some modification in the manner in which they are now classified.

According to the new Regulations, a Candidate for the Royal Military Academy must, in addition to passing in Mathematics Part I., take up four subjects, three of which must be in Class I. and not more than one can be in Class II.

It is suggested that the subjects may be re-classified as follows:—

CLASS I.—(Obligatory.)

	Marks.
(1.) Mathematics, Part I.	3,000
(2.) Latin	2,000
(3.) French or German, 400 for Colloquial	2,000

CLASS II.

Any two subjects to be taken up.

(1.) Mathematics, Part II.	2,000
(2.) German or French, 400 for Colloquial	2,000
(3.) Greek	2,000
(4.) Experimental Sciences (*a*) or (*b*)	2,000
(5.) English History	2,000
(6.) Physical Geography and Geology	2,000

CLASS III.

All at option.

(1.) English Composition	500
(2.) Drawing, freehand	500
(3.) Do. geometrical	1,000

This allotment gives exactly the same number of subjects as now, and all those in Classes I. and II., except obligatory mathematics are put on the same level as to marking.

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It will be observed that it is proposed to give 1,000 marks for geometrical drawing. This is done with a view to encouraging its study, because it has been represented that many of the successful Candidates are so imperfectly instructed in this subject, that much valuable time is lost in teaching it to them after they join the Royal Military Academy. The additional marks given to it will encourage its study.

Under the proposed re-arrangements, Class I. will consist of obligatory subjects, and two subjects, instead of one, may be taken from Class II., whilst all in Class III. will be optional as heretofore.

I am to request you will lay this letter before the Civil Service Commissioners with a view to obtaining their observations on the above proposals, as soon as possible.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Director-General of Military Education.

SIR, 10th July 1888.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 21st June requesting their observations on the new scheme, which the Secretary of State for War, and His Royal Highness the Commander-in-Chief, propose to issue for the entrance examination for the Royal Military Academy, and I am to state, in reply, that the reclassification of subjects and redistribution of marks allotted to them appear to the Commissioners calculated to satisfy the legitimate claims that have been put forward by the advocates of the various sciences, and that the change generally is likely to influence beneficially the education of Officers in the Army before they begin their professional studies.

I have, &c.

The Director-General of Military Education to the Director of Examinations, Civil Service Commission.

SIR, 19th July 1888.

WITH reference to my letter of the 21st ultimo and your reply of the 10th instant, I have now the honour to forward, for the information of the Civil Service Commissioners, the accompanying memorandum on "Entrance Examinations for the Army"* and to draw their attention to the proposals regarding the examination for admission to the Royal Military College which are based upon those already approved for the Royal Military Academy. I am to request that you will be so good as to inform me whether the Commissioners concur in these proposals.

I am further to request that I may be favoured with the opinion of the Commissioners as to the date when these changes should come into operation, having regard to a proper amount of notice to be allowed for the public.

I have, &c.

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* Not printed here,—marked "Confidential."

MILITARY ENTRANCE EXAMINATIONS.

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The Director-General of Military Education to the Director of Examinations, Civil Service Commission.

SIR, 3rd August 1888.

IN continuation of recent correspondence on the subject of the Entrance Examination for the Royal Military Academy, I am directed by the Secretary of State for War to forward the accompanying copy of a memorandum received from the Committee of Head Masters* suggesting certain modifications in the scheme which was transmitted to you on the 21st of June last.

I am at the same time to transmit a copy of a letter† received by Mr. Secretary Stanhope from the Chairman of the Committee, and to request the favor of the opinion of the Civil Service Commissioners on the suggestions contained in that letter and in the printed scheme sent herewith.†

I have, &c.

The Director of Examinations, Civil Service Commission, to the Director-General of Military Education.

SIR, 11th September 1888.

I AM directed by the Civil Service Commissioners to acquaint you, for the information of His Royal Highness the Commander-in-Chief, that they have had under their consideration your letters of July 19th and August 3rd in which you ask their opinion on certain points relating to the Entrance Examination for the Royal Military Academy and the Royal Military College.

And, to deal first with the Woolwich Examination, I am to offer the following observations upon the scheme suggested by the Headmasters' Conference in the enclosure forwarded with your letter of August 3rd.

It will be seen that this scheme differs‡ from that proposed on p. 4 of your printed Confidential Memorandum of the 27th June in respect of the following subjects:—

(*a.*) In Class I., Mathematics.
(*b.*) Modern Language.
(*c.*) In Class II., Sciences.
(*d.*) English History.
(*e.*) Physical Geography and Geology.
(*f.*) In Class III., English Composition, &c.

It will be convenient to deal with these points separately:—

(*a.*) *Mathematics.*—In the scheme proposed by the Headmasters the words "compulsory minimum for the Royal Military Academy" are explained in the body of their memorandum. They propose that there should no longer be a compulsory minimum in the several branches of obligatory mathematics but only in the total, or if that be too great a change, that at any rate there should be no such minimum in mensuration, statics, and dynamics.

The ground for this proposal is that, in the opinion of the Headmasters, "the present requirement tends to exclude valuable candidates "and also leads in some cases to hasty and superficial preparation."

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* Not printed here, marked 'Private.'
† Not printed here.
‡ See appended table showing—
A. Headmasters' scheme.
B. Scheme printed on p. 4 of Confidential Memorandum of June 27th.

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While fully desiring to guard against these evils, the Commissioners do not think that they of necessity follow from the present requirement. They consider that if there be a minimum standard in the total marks only there is nothing to ensure that candidates will enter the Academy with a sound groundwork of knowledge in each of the four important branches of obligatory mathematics, and that a candidate might, conceivably, so enter without any knowledge of one of these branches—for instance, trigonometry.

With regard to mensuration, the Commissioners do not look upon this as a sufficiently important subject to require a separate qualifying minimum, and they would recommend its being grouped with another subject, say trigonometry. The subject of statics and dynamics, however (which should be treated as one), stands on quite a different footing from mensuration. It is, in fact, in elementary mathematics the subject which best stimulates a student's thought, and leads him to apply his mathematical knowledge to practical problems, which occur in every day life. It is a subject which requires thoroughly good teaching, and which, for examination purposes, does not admit of superficial preparation.

On these grounds the Commissioners would regret to see this branch of obligatory mathematics put at a disadvantage as compared with the other three. They would prefer to retain a separate minimum standard in each branch, though in the case of statics and dynamics they would be prepared, at any rate at the outset, to exact only a small per-centage of marks.

The Commissioners would, therefore, recommend that the syllabus of obligatory mathematics (printed on page 7 of the Regulations issued in December 1887) together with the note appended to it should in substance be retained, but that it should be re-arranged under four heads so as to make clear the meaning of the note. These four heads might with advantage be (*a*) algebra, (*b*) Euclid, (*c*) trigonometry and mensuration (*d*) statics and dynamics; as indicated on the accompanying printed extract.

CLASS I. (OBLIGATORY).

(1.) *Mathematics.*—A thorough knowledge of each of the four following branches of mathematics will be required:—

(*a.*) Algebra up to and including the binomial theorem; the theory and use of logarithms.

(*b.*) Euclid, Books I. to IV. and VI.

(*c.*) Plane trigonometry up to and including the solution of triangles, and mensuration.

(*d.*) Statics and dynamics, the equilibrium of forces acting in one plane and of parallel forces, the centre of gravity, the mechanical powers; uniform, uniformly accelerated, and uniform circular motion, falling bodies and projectiles in vacuo. (Analytical methods of solution will not be required).

(*b.*) *Modern Languages.*—The Commissioners think the suggestion printed as a footnote on p. 4 of your confidential memorandum should be definitely adopted and embodied in the text of the regulations, as proposed in the Headmasters' scheme.

(*c.*) *Experimental Sciences.*—The Commissioners would welcome the division suggested by the Headmasters on grounds both of fairness and expediency. It seems to them desirable to give as much latitude as possible to the individual tastes allowed for in the subjects of Class II. Moreover, the change would amply satisfy all the representatives of

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scientific education. A candidate with scientific capacity, would, by this means, be enabled to make the very natural combination of chemistry with physics, which he is at present precluded from doing; though there is nothing to prevent him from combining chemistry with (say) geology. The Commissioners would further suggest that the title of sub-head (*b*) of experimental sciences [Head 5 in Class II. of the Headmasters' Scheme], is somewhat cumbersome, and that the now generally accepted title "physics" is preferable; the details of the subject might then be mentioned in a separate syllabus, which might with advantage extend them to include the elementary properties of sound.

(*d.*) *English History.*—The Headmasters' scheme proposes to lower the maximum from 2,000 to 1,500, and to add outlines of English history, carrying 500 marks to Head 1 of Class III. In the first place, the Commissioners do not think that any subject in Class II. ought to be marked below 2,000; otherwise the principle of the new classification would be destroyed. Secondly, as regards the opinion expressed by the Headmasters that English history is relatively too highly marked, I am to point out that the effect of adding outlines of English history to composition in Class III., with an additional 500 marks, would be to make it quite certain that any candidate who obtained a large proportion of the 1,500 marks in Class II., would also obtain a large proportion of the 500 marks in Class III. In other words, a good "history" candidate would still, from the Headmasters' point of view, be over-marked, for it would be open to him to gain the possible total of 2,000 for the two sub-heads in Class II. and Class III. together. In addition, to repeat a subject, as history would be repeated in Class III., after it has already appeared in Class II., would be to treat it in quite an anomalous manner. The case of mathematics, in which the second part is a higher branch of the subject than the first, is not analogous. For, in the case of English history, it is proposed, first, to prescribe (under Class II.), the whole subject in all its range, and, secondly (under Class III.), the same whole subject, but merely in its outlines. The Commissioners, however, agree with the Headmasters in thinking that all candidates for the Army should possess an elementary knowledge of English history, and they consider that the outlines of the subject might be suitably made (as is the case with geography) a part of the preliminary examination.

(*e.*) *Physical Geography and Geology.*—The Commissioners feel the same objection to the proposed lowering of the maximum for this subject as they have already stated with regard to English history. If the marks are at present too easily gained in this subject (which the Commissioners have no evidence to show), the right remedy, they believe, would be to raise the standard and extend the scope of the examination, rather than to lower the maximum.

And in this respect they think that to each of the three proposed heads of the syllabus, chemistry, physics, and geology a note might with advantage be added to the effect that "in this subject the examination "will be partly practical"; this would tend to defeat superficial preparation, and to make it clear that the subjects were worthy of the maximum marks awarded to them.

(*f.*) This point has already been considered in discussing point (*d*).

The Commissioners wish it to be understood that all the foregoing remarks, except those which relate to obligatory mathematics, apply equally to the entrance examination for Sandhurst, and may be regarded as an answer to the first paragraph of your letter of the 19th July.

MILITARY ENTRANCE EXAMINATIONS,

Revision of Woolwich and Sandhurst Regulations.

In regard to the second paragraph of that letter in which you ask the opinion of the Commissioners as to the date when these changes should come into operation, I am to state that as the new scheme will undoubtedly affect, to a considerable extent, the whole system of training which candidates for Woolwich and Sandhurst have to undergo, ample time should be given them to prepare for it, and that it should therefore not come into operation before the Winter Examinations of 1890, supposing the announcement were made by next Christmas.

Lastly, with regard to the letter addressed to Mr. Secretary Stanhope by Mr. Wickham, the chairman of the Headmasters' Committee, I am to observe that the Commissioners consider that, provided it did not interfere with professional arrangements the change therein proposed would be very expedient, namely, that the inferior limit of age for admission to Woolwich should be raised from 16 to 17, and the superior limit from 18 to 19. They think that the effect of such a change would probably be to promote the object specified in section 13 of your confidential memorandum, namely, to secure for all officers in the Artillery and Engineers a sound liberal education before they entered on their more technical studies. Another beneficial effect would be that boys at the public schools preparing for the Sandhurst and Woolwich Entrance Examinations could then be more easily taught together.

* * * * *

I have, &c.

ENCLOSURE.

A.—HEADMASTERS' SCHEME.

CLASS I.—(All subjects obligatory.)

	Marks.
1. Mathematics, Part I.	3,000
(With compulsory minimum for R.M.A., Woolwich.)	
2. Latin	2,000
3. French or German	2,000

CLASS II.—(Any two of these subjects may be taken.)

1. Mathematics, Part II.	2,000
2. German or French (alternating with No. 3 in Class I.)	2,000
3. Greek	2,000
4. Inorganic chemistry	2,000
5. Electricity, magnetism, heat and light	2,000
6. English history	1,500
7. Physical geography and geology	1,500

CLASS III.—(All these subjects may be taken up.)

1. English composition and the outlines of English history	1,000
2. Freehand drawing	500
3. Geometrical drawing	1,000

B.—SCHEME PRINTED ON P. 4 OF CONFIDENTIAL MEMORANDUM.

CLASS I.—(Obligatory).

1. Mathematics (up to elementary statics and dynamics)	3,000
2. Latin	2,000
*3. French (*see* footnote)	2,000

* French and German might be made alternative subjects.

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CLASS II.—(Any two subjects to be taken up.)

	Marks.
1. Higher mathematics	2,000
*2. German (*see* footnote)	2,000
3. Greek	2,000
4. English history	2,000
5. Experimental sciences	2,000
6. Physical geography and geology	2,000

CLASS III.—(All at option.)

1. English composition	500
2. Freehand drawing	500
3. Geometrical drawing	1,000

The Director-General of Military Education to the Director of Examinations, Civil Service Commission.

SIR, 21st December 1888.

YOUR letter of the 11th of September last has been laid before the Secretary of State for War, and I am now to request you will inform the Civil Service Commissioners of the decision which Mr. Secretary Stanhope has arrived at, in concurrence with His Royal Highness the Commander-in-Chief.

In your letter, under acknowledgment, you tabulated the differences suggested by the Headmasters' Conference in the scheme which had been provisionally approved by the Secretary of State for War, and which had been laid before Parliament. This scheme was more fully dealt with in the Confidential Memorandum of the 27th of June, which was enclosed in my letter of the 19th of July.

The Secretary of State for War concurs in the remarks made by the Civil Service Commissioners on the proposals of the Headmasters, and approves of the following modifications suggested by you in the proposed new regulations:—

(*a.*) Obligatory mathematics to be divided into four heads, as shown in the printed extract corrected by you.

(*b.*) French and German to be alternative as an obligatory language.

(*c.*) Experimental sciences to constitute two separate subjects instead of two alternative subjects as at present.

(*d.*) The outlines of English history to form part of the preliminary examination.

(*e.*) In geology, as well as in physics and chemistry, the examination to be partly practical.

The recommendation of the Civil Service Commissioners that Latin should be an obligatory subject is concurred in, and I am to inquire whether, in this case, it is their opinion that it should be included as a subject for the preliminary examination.

Upon receipt of your reply on this point, no time will be lost in making public the new regulations, with a view to their coming into effect at the end of 1890 as suggested in your letter.

I have, &c.

* French and German might be made alternative subjects.

The Director of Examinations, Civil Service Commission, to the Director-General of Military Education.

Revision of Woolwich and Sandhurst Regulations.

SIR, 1st January 1889.

I AM directed to acknowledge the receipt of your letter of the 21st ultimo, and in reply I am to acquaint you, for the information of His Royal Highness the Commander-in-Chief, that the Commissioners abstained from making any recommendation with regard to the inclusion of Latin in the preliminary examination, because they had no information whether the military authorities thought it desirable or otherwise that the area of that examination should be extended.

They are of opinion, however, that the change suggested is in itself both natural and expedient. In view of the opinion expressed in your Confidential Memorandum that Officers in the Army should receive a sound general education before commencing their professional studies, it seems that the preliminary examination should be regarded as a test that all candidates possess an elementary knowledge of the subjects which may be considered to constitute such an education. As the Secretary of State for War approves of the inclusion of the Outlines of English History in the range of subjects required in the preliminary examination, the Commissioners think that an elementary knowledge of Latin should certainly be required, more especially as Latin is now to be made an obligatory subject in the further examination, and it will, therefore, be useless for any candidate to compete who has not shown that he has acquired the rudiments of the subject.

The Commissioners think that it would be well to define the scope of the examination in Latin by some such words in the Regulations as—

"Latin.—The examination to be limited to translation and parsing.
"[No dictionary will be allowed, but the equivalents of the less usual
"words will be given.]"

With a view of limiting the duration of the preliminary to two days, the Commissioners would propose that English composition, a subject unsuited, in their opinion, for a preliminary examination, while its position in the further would save it from being neglected, should be dropped. The whole preliminary could then, by means of a slight reduction of the times allotted to French and German, and Mathematics, be accomplished in two days as at present.

I have, &c.

The Assistant Director of Military Education to the Director of Examinations, Civil Service Commission.

SIR, 22nd February 1889.

I HAVE the honour to transmit herewith a corrected proof of the regulations respecting examinations for admission to the Royal Military Academy, Woolwich, for any remarks the Civil Service Commissioners may be pleased to make thereon.

I have, &c.

MILITARY ENTRANCE EXAMINATIONS.

The Director of Examinations, Civil Service Commission, to the Director General of Military Education.

2nd March 1889.

Revision of Woolwich and Sandhurst Regulations.

EXTRACT.

* * * * * *

On reconsideration of the new scheme of the preliminary examination, the Commissioners are of opinion that the seventh head in Regulation 8, viz., Outlines of English History, which was introduced on their own recommendation, in compliance with a suggestion of the head masters of schools, might with advantage be omitted.

They think it inexpedient to require the candidates to pass in so many as seven subjects, the number which they have reached by the introduction of Latin.

* * * * * *

Woolwich.

Regulations for 1891 and following years.

*** By the regulations issued from the War Office with the Army Orders dated 1st April 1889, it was provided that *from the first examination in* 1891 *inclusive* the following should be the subjects of examination for candidates for admission to the **Royal Military Academy, Woolwich**:—

PRELIMINARY EXAMINATION.

(1.) Mathematics—
- (*a.*) Arithmetic, including vulgar and decimal fractions, proportion, and simple interest.
- (*b.*) Euclid, Book I.
- (*c.*) Algebra, up to and including simple equations.

(2.) French or German; the examination being limited to translation from the language, and grammatical questions.

(3.) Writing English correctly, in a good legible hand, from dictation.

(4.) Latin; parsing and translation with the aid of a vocabulary of the harder words.

(5.) The elements of geometrical drawing; including the construction of scales and the use of simple mathematical instruments.*

(6.) Geography.

FURTHER EXAMINATION.

CLASS I.—(*Obligatory.*)

(1.) Mathematics.—A thorough knowledge of each of the following four branches of mathematics will be required:—

	Marks.
(*a.*) Algebra, up to and including the binomial theorem; the theory and use of logarithms	3,000
(*b.*) Euclid, Books I. to IV., and VI.	
(*c.*) Plane trigonometry, up to and including solution of triangles; and mensuration	
(*d.*) Statics and Dynamics: *Statics*—The equilibrium of forces acting in one plane, and of parallel forces, the centre of gravity, the mechanical powers. *Dynamics*—Uniform, uniformly accelerated, and uniform circular motion, falling bodies and projectiles in vacuo. (Analytical methods of solution will not be required)	
(2.) Latin	2,000
(3.) French or German (400 for colloquial)	2,000

* Greater importance will be attached to neatness and exactness of drawing than to ability to solve geometrical problems.

MILITARY ENTRANCE EXAMINATIONS.

Woolwich.

Regulations for 1891 and following years.

CLASS II.—*Any two subjects may be taken up.*

	Marks.
(1.) Higher mathematics.—(In all the following subjects great importance will be attached to accuracy in numerical results):— Further questions and problems on the subjects of the obligatory examination. Statics: Problems and exercises will be extended to friction. The graphical or geometrical method of treating such problems should be studied as well as the analytical. No application of the differential calculus to statics will be required - Dynamics: Problems and exercises involving analytical methods of solution, but not the use of the differential calculus, will be extended to collisions and work - - - - Analytical Geometry: Problems on straight line and circle - Conic sections: Elementary properties, with easy problems both on the analytical and geometrical methods - - -	2,000
(2.) German or French, as alternating with subject (3) in Class I. (400 for colloquial) - - - - - - - -	2,000
(3.) Greek - - - - - - - -	2,000
(4.) English history.—There will be set: one general paper; one paper limited to a fixed period, of which notice will be given - -	2,000
(5.) Chemistry.—Elements of inorganic chemistry - - -	2,000
(6.) Physics.—Elementary properties of electricity, magnetism, heat, light, and sound - - - - - - - -	2,000
(7.) Physical Geography and Geology. Chiefly economic; including the recognition of the more familiar minerals and rocks, and their properties and uses - - - - - - -	2,000

In each of the subjects (5), (6), and (7), the examination will be partly practical.

CLASS III.—(*All three subjects may be taken up.*)

(1.) English composition, tested by the power of writing an essay or letter	500
(2.) Drawing, freehand - - - - - - - -	500
(3.) Drawing, geometrical - - - - - - -	1,000

Sandhurst.

Regulations for 1891 and following years.

*** By the regulations issued from the War Office with the Army Orders dated 1st April 1889, it was provided that *from the first examination in* 1891 *inclusive* the following should be the subjects of examination for candidates for admission to the **Royal Military College, Sandhurst**:—

PRELIMINARY EXAMINATION.

The same as for the Royal Military Academy.

FURTHER EXAMINATION.

CLASS I.—(*Obligatory.*)

1. Mathematics.—Algebra, up to and including the binomial theorem; the theory and use of logarithms; Euclid, Books I. to IV., and VI.; plane trigonometry, up to and including solution of triangles and mensuration - - - - - - - -	2,500
2. Latin - - - - - - - -	2,000
3. French or German (400 for colloquial) - - - -	2,000

CLASS II.—(*Any two subjects may be taken up.*)

1. Higher mathematics.—(In all the following subjects great importance will be attached to accuracy in numerical results):— Further questions and problems on the subjects of the obligatory examination. Statics: The equilibrium of forces acting in one plane, and of parallel forces, the centre of gravity, the mechanical powers, and friction. The graphical or geometrical method of treating such problems should be studied as well as the analytical. No application of the differential calculus to statics will be required - - - - - Dynamics: Uniform, uniformly accelerated, and uniform circular motion, falling bodies and projectiles in vacuo, collisions and work. (Analytical methods of solution, but not the use of the differential calculus, will be involved) - - Analytical Geometry: Problems on straight line and circle - Conic Sections: Elementary properties, with easy problems both on the analytical and geometrical methods - -	2,000

MILITARY ENTRANCE EXAMINATIONS.

Revision of Woolwich and Sandhurst Regulations.

	Marks.
2. German or French, as alternating with subject (3) in Class I. (400 for colloquial)	2,000
3. Greek	2,000
4. English history.—There will be set one general paper; one paper limited to a fixed period, of which notice will be given	2,000
5. Chemistry.—Elements of inorganic chemistry	2,000
6. Physics.—Elementary properties of electricity, magnetism, heat, light, and sound	2,000
7. Physical Geography and Geology.—Chiefly economic; including the recognition of the more familiar minerals and rocks, and their properties and uses	2,000

In each of the subjects (5), (6), and (7), the examination will be partly practical.

CLASS III.—(*All three subjects may be taken up.*)

1. English composition, tested by the power of writing an essay or letter	500
2. Drawing, freehand	500
3. Drawing, geometrical	1,000

CORRESPONDENCE

RELATING TO

THE CIVIL SERVICE OF INDIA.

CIVIL SERVICE OF INDIA.

CIVIL SERVICE OF INDIA.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 25th October 1888.

Certificates of age and nationality.

WITH reference to Mr. Humphreys' letter, dated the 14th June 1887,* as to a proposed new form of certificate of age and place of birth to be granted in India to Native Candidates intending to compete at the examinations for the Indian Civil Service held in England, I am directed by Viscount Cross to forward, for the consideration of the Civil Service Commissioners, a copy of a letter from the Government of India, transmitting the new Rules published by that Government under which certificates of age and nationality will in future be issued.

I am to add that these Rules appear to Lord Cross to be suitable, and he trusts that they will receive the approval of the Civil Service Commissioners, who will, no doubt, consider the suggestion made by the Government of India in the fourth paragraph of their Despatch.

I am, &c.

ENCLOSURE I.

No. 52 of 1888.

GOVERNMENT OF INDIA.—HOME DEPARTMENT.

Public.

To the Right Honourable Viscount Cross, G.C.B., Her Majesty's Secretary of State for India.

MY LORD, Simla, the 8th September 1888.

WE HAVE the honour to acknowledge the receipt of your Lordship's Despatch, No. 76 (Public), dated 30th June 1887, forwarding for our consideration copy of correspondence with the Civil Service Commissioners as to an extension or amendment of the rules regarding the certificate of age to be produced by Native Candidates for the Civil Service of India, so as to meet the case of a native of India claiming to be a natural-born subject of Her Majesty within the meaning of section 32 of 21 & 22 Vict. cap. 106, by reason of his having been born in British territory, though the son of parents themselves foreigners. Your Lordship at the same time requested us to make any alterations in the existing rules which might appear to be desirable.

2. In reply we transmit, for your Lordship's information and for communication to the Civil Service Commissioners, a copy of a notification publishing the rules prepared by us in consultation with the several Local Governments and Administrations under which certificates of age and nationality will in future be issued to natives of India who are candidates for the examinations for the Indian Civil Service held in England. It appears to us that these rules will meet cases similar to that of Mr. ——— ——— ——— referred to in the correspondence forwarded with your Lordship's Despatch under acknowledgement.

3. With regard to paragraph 2 of your Despatch, we beg to state that Mr. ——— did not apply to us for a certificate of his birth.

4. We beg further to observe that the Regulations at present in force under section 32 of 21 & 22 Vict. cap. 106, for the admission of candidates to the Indian Civil Service as issued annually by the Civil Service Commissioners only require, in the case of natives of India, a certificate of the age of the candidate granted by the Government of India, or of the presidency or province, in which he may have resided. No special evidence is at present required as to nationality, the Civil Service Commissioners being satisfied, as a general rule, with a statement on the point by the

* Printed in the Appendix to the 32nd Report.

candidate himself (*vide* last clause of the form of application appended to the Regulations). Under the rules now issued by us, it will be necessary for a candidate to obtain a certificate of age and nationality signed, should he be a resident in British India, by the Secretary to Government of the province, or the Commissioner of the Division within which his family resides, or, should he reside in a native State, by the highest political officer accredited to the State in which his family resides. We therefore beg to suggest, for your Lordship's consideration, that the Civil Service Commissioners should be invited to amend the Regulations so as to bring them into accord with the rules now issued by us in this respect.

CIVIL SERVICE OF INDIA.

Certificates of age and nationality.

We have, &c.

(Signed) DUFFERIN.
G. CHESNEY.
A. R. SCOBLE.
C. U. AITCHISON.
C. A. ELLIOTT.
J. WESTLAND.

ENCLOSURE in 1.

No. 2252.

GOVERNMENT OF INDIA.—HOME DEPARTMENT.

Public.

Simla, the 21st August 1888.

NOTIFICATION.

The Governor General in Council is pleased to publish the following Rules under which certificates of age and nationality will be issued to natives of India who are candidates for the examinations for the Indian Civil Service held in England.

General Rules applicable to all Candidates.

I. A candidate for admission to compete in England for the Indian Civil Service is required before leaving India to obtain a certificate of age and nationality, signed, should he be a resident in British India, by the Secretary to Government of the Province, or the Commissioner of the Division within which his family resides ; or, should he reside in a Native State, by the highest political officer accredited to the State in which his family resides.

Note.—In the case of a candidate who has proceeded to England without obtaining a certificate, the certificate may be granted to his father or guardian, provided that the latter produces the requisite evidence, and, when making the application, states when the candidate went to England, and where he has been residing during his stay in that country.

II. In order to obtain a certificate, a candidate is required, if resident in British India, to prove the date and place of his birth before the magistrate of the district in which his family resides, or, if resident in a native State, before the political officer of the State in which his family resides.

III. A candidate must, if resident in British India, signify to the Secretary to Government of the Province, or the Commissioner of the Division in which his family resides, his desire to compete not less than three months before the date on which he proposes to go to England. If resident within a native State, he must signify his desire in like manner, to the highest political officer accredited to the State within which his family resides. The officer to whom the application is made shall forward it for the purpose of inquiry to the magistrate of the district or political officer of the State in which the applicant's family resides.

IV. The magistrate or political officer to whom such application has been forwarded shall call upon the candidate to appear and give evidence of the date and place of his birth and of his nationality within one month. He will carefully examine into the value of the evidence given, and forward a summary of it, with certified copies of all documents tendered, and his comments and opinions to the officer who forwarded the application to him for inquiry.

V. The documentary evidence which a candidate may be expected to produce comprises :—

(*a.*) The horoscope.
(*b.*) Family books.
(*c.*) Tradesmen's account books showing entries relating to the birth.

CIVIL SERVICE OF INDIA.

Certificates of age and nationality.

(*d.*) The record of admission in the registers of the school in which the candidate was educated, and the record of the candidate's age at various periodical school examinations.

(*e.*) If the candidate is matriculated, a certified copy of his application to the Registrar in Form A.

Oral testimony of persons acquainted with the candidate's family or otherwise able to give relevant evidence will also be taken; and the candidate is required to comply, to the best of his power, with any requisition the magistrate or political officer, as the case may be, may make in order to clear up any doubt as to the purport of the documentary proof.

VI. Any declaration of age made after the application of these rules on the occasion of seeking admission to any university examination, educational institution, or Government office, or otherwise recorded in a formal and deliberate manner, will be taken as conclusive evidence in disproof of the subsequent assertion by the same person that he is of different age to that so declared or recorded.

Rules to apply to Candidates born in Her Majesty's Dominions.

VII. If the Secretary to Government, Commissioner of a Division, or the highest political officer accredited to the State, as the case may be, shall be satisfied by the papers submitted that the candidate has stated the date and place of his birth correctly, he will issue a certificate declaring that the candidate has submitted the proofs of his birth to the magistrate of the district or the political officer of the State, as the case may be, and has satisfied him that he was actually born on or about the date stated by him, viz., the day of 18 , at , a place within Her Majesty's Dominions, such certificate shall be given in the following form:—

I hereby certify that , who is a candidate for the Indian Civil Service has submitted the proofs of his birth, and has satisfactorily shown that he was actually born on or about the date stated, viz., the day of 18 , at , a place within Her Majesty's Dominions.

VIII. If the Secretary to Government, Commissioner of a Division, or the highest political officer accredited to the State, as the case may be, finds reason to disbelieve that the candidate was born on the day or at the place asserted by him, the certificate will be refused, and the candidate will be unable to obtain admission to the competitive examination for the Indian Civil Service.

IX. Where the date and place of birth have been formally registered in a register kept by any public officer in British India, an extract from the register duly certified by the proper official, shall be accepted as sufficient proof of the date and place of the birth.

Rules to apply to Candidates not born within Her Majesty's Dominions.

X. In addition to the particulars required by Rule II., a candidate not born in Her Majesty's Dominions must also prove that he is the son or grandson of a person born in those dominions.

XI. If the Secretary to Government, Commissioner of a Division, or the highest political officer accredited to the State, as the case may be, shall be satisfied by the papers submitted that the candidate has stated the date and place of his birth correctly, and has established the fact that though born without the limits of Her Majesty's Dominions, he is the son or grandson of a person born in those dominions, he will issue a certificate in the following form:—

I hereby certify that , who is a candidate for the Indian Civil Service, has submitted the proofs of his birth, and has satisfactorily shown that he was actually born on or about the date stated; viz., the day of 18 , and that he was born at , a place without Her Majesty's Dominions, but that he is the $\frac{\text{son}}{\text{grandson}}$ of a person born in those dominions.

XII. If the Secretary to Government, Commissioner of a Division, or the highest political officer accredited to the State, as the case may be, finds reason to doubt that the candidate was born on the day asserted by him, or that he is the son or grandson of a person born in Her Majesty's Dominions, the certificate will be refused and the candidate will be unable to obtain admission to the competitive examination for the Indian Civil Service.

(Signed) A. P. MACDONNELL,
Secretary to the Government of India.

The Secretary, Civil Service Commission, to the Under Secretary of State, India Office.

CIVIL SERVICE OF INDIA.

SIR, 6th November 1888.

Certificates of age and nationality.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 25th ultimo, enclosing copy of a letter from the Government of India transmitting the new rules published by that Government under which certificates of age and nationality will, in future, be issued to natives of India, who may become candidates at the examinations for the India Civil Service held in England.

And I am to request that you will have the goodness to convey to Viscount Cross the thanks of the Commissioners for the communication thus made to them. They are of opinion that the rules now framed are well calculated to secure the object desired, and in any regulations which they may hereafter submit for the approval of the Secretary of State in Council in regard to examinations subsequent to that appointed to be held in June next, they will cause the following clause to be inserted after the other provisions relating to the age and nationality of candidates, viz:—

"In the case of natives of India, it will be necessary for a candidate "to obtain a certificate of age and nationality signed, should he be a "resident in British India, by the Secretary to Government of the pro- "vince or the Commissioner of the Division within which his family "resides, or should he reside in a native State, by the highest political "officer accredited to the State in which his family resides."

I am to add, with reference to a passage in the Despatch No. 52, that the Civil Service Commissioners have, as to nationality, not been satisfied with the mere statement of a candidate, but have required evidence to be produced on this point and have scrutinized this carefully in all doubtful cases.

I have, &c.

APPENDIX.

STATISTICS.

		Page
TABLE A.	Number of Cases dealt with between 1st January and 31st December 1888	34
„ B.	Number and Particulars of Competitions disposed of between 1st January and 31st December 1888	46
„ C.	Comparative Statement of Cases dealt with under the Order in Council of 4th June 1870, during the years 1887 and 1888	49
„ D.	Comparative Statement of the principal Competitive Examinations disposed of in 1887 and 1888	50
„ E.	Causes of Non-Acceptance by Departments of Men and Boy Clerks of the Lower Division, 1876 to 1888	52

TABLE A.—Showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1888, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.						Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.		Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given.					Yet to appear, or still under Consideration.
																	After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the C. in C. of 4 June 1870.	
																	Under Scheme I.	For Lower Division.	Under Special Regulations.			
TOTALS OF ALL THE DEPARTMENTS.	25,285	5,610	1,228	16,796	1,651		1,613	34	124	28	99	1,952	2,324	1,757	6,456	1,900	-	124	704	3,185	199	4,791
PRELIMINARY EXAMINATIONS FOR OPEN COMPETITIONS:—																						
Admiralty:—Accountant Clerk at the Head Office	22	-	-	22	-		4	-	-	-	2	-	6	10	-	-	-	-	-	-	-	-
Works, Office of:—Junior Examiner																						
Admiralty:—Accountant Clerk at the Outports.	14	-	-	14	-		1	-	-	-	1	-	5	7	-	-	-	-	-	-	-	-
Colonial Office:—Eastern Cadet-Post Office:—Female Clerk	47	-	-	47	-		5	-	-	-	-	-	6	36	-	-	-	-	-	-	-	-
	783	-	-	783	-		42	-	-	-	-	-	384	357	-	-	-	-	-	-	-	-
Public Works Office (Ireland):—Surveyor of Buildings.	1	-	-	1	-		-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Science and Art Department:—Assistant in the Natural History Branch, Museum of Science and Art, Dublin.	26	-	-	26	-		5	-	-	-	-	-	7	14	-	-	-	-	-	-	-	-
Stationery Office:—Extra Assistant Examiner of Binding.	18	-	-	18	-		2	-	-	-	-	-	7	9	-	-	-	-	-	-	-	-
Supreme Court of Judicature (Ireland):—Junior Clerk.	52	-	-	52	-		17	-	-	-	-	-	22	13	-	-	-	-	-	-	-	-
War Office:—Assistant to Lecturers on Chemistry, &c., Royal Artillery College.	9	-	-	9	-		3	-	-	-	-	-	2	4	-	-	-	-	-	-	-	-
OPEN COMPETITIONS UNDER SCHEME I.	4	-	-	4	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4

LOWER DIVISION:—																						
Candidates proposed for appointment under Clause VII. of the Order in Council of 4 June 1870.	98	98	-	-	-	4	-	-	-	5	7	-	-	-	-	-	-	-	-	71	11	
* Open Competitions for Boy Clerkships.	1,628	-	-	1,628	-	152	3	-	-	-	-	-	-	1,349	-	-	124	-	-	-	-	
TEMPORARY BOY COPYISTS - -	1,595	-	-	-	1,595	219	1	-	-	-	1,067	-	-	-	-	-	-	305	-	-	3	
TEMPORARY MESSENGERS:—																						
Men - - - - -	9	-	-	-	9	-	-	-	3	1	-	-	-	-	-	-	-	5	-	-	-	
Boys - - - - -	47	-	-	-	47	5	1	-	-	-	4	-	-	-	-	-	-	37	-	-	-	
ADMIRALTY:—																						
Keeper of Stationery and Printing	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Accountant Clerk at the Outports	13	-	-	13	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	13	
Chief Constructor, Constructor, Acting Constructor.	14	14	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	11	-	
Assistant Constructor (First Class, Second Class, Third Class).	38	38	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	35	4	
Pensioner Writer - - -	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	
Do. Messenger - -	4	4	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	3	-	-	
NAVAL HOSPITALS:—																						
Porter - - - -	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	
Cook, Nurse - - -	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	
NAVAL PRISONS:—																						
Warder—Schoolmaster - -	2	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Warder—Clerk - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Assistant Warder - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
OTHER NAVAL ESTABLISHMENTS, INCLUDING DOCKYARDS:—																						
French Master on board H.M.S. "Britannia."	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Demonstrator in the Engineer Students' Training School, Keyham Yard.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Dockyard Junior Assistant Schoolmaster.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Do. Assistant Surgery Attendant.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Do. Writers - -	11	1	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	10	
Do. Rigger Writers -	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	
Do. Artificer - -	15	15	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	14	-	-	
Do. Artificer for Promotion.	28	-	28	-	-	8	-	-	-	-	-	-	-	-	20	-	-	-	-	-	-	
Do. Sergeant of Police -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Do. Timekeeper - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Do. Apprentice - -	325	-	-	325	-	5	-	-	-	-	-	-	-	252	68	-	-	-	-	-	-	

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1888, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
															For whom Certificates were given.						
															After Open Competition or Open Selection.						
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were *not* required.	Under Scheme I.	For Lower Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
BANKRUPTCY:—OFFICE OF THE ACCOUNTANT IN SCOTLAND:—																					
Temporary Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
BRITISH MUSEUM:—																					
Assistant	50	2	48	-	-	15	-	-	-	1	-	-	-	23	-	-	-	-	3	2	6
Attendant	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-
Boy Attendant, Boy Sorter	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-
BROADMOOR CRIMINAL LUNATIC ASYLUM:—																					
Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Assistant Attendant	14	14	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-	11	-	-
Female Attendant	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	1
CHARITY COMMISSION:—																					
Assistant Commissioner	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
CHELSEA HOSPITAL:—																					
Nurse	10	10	-	-	-	-	1	1	1	3	-	-	-	-	-	-	-	-	4	-	-
CHIEF SECRETARY'S OFFICE (IRELAND):—																					
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
COLLECTOR GENERAL OF RATES' OFFICE (IRELAND):—																					
Collector	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
Clerk	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
COLONIAL OFFICE:—																					
Eastern Cadet	57	-	-	57	-	7	-	-	-	-	-	-	-	41	-	-	-	9	-	-	-

COMMONS, HOUSE OF:—																						
Clerk	6	-	6	-	-	1	-	-	-	-	-	-	-	4	-	-	-	-	1	-	-	-
Office Clerk in Journal Office	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
CONSTABULARY (ROYAL) IRISH:—																						
Cadet	103	-	103	-	-	18	-	4	-	1	-	-	-	65	-	-	-	-	15	-	-	-
Constables for Promotion to Head Constable.	36	-	36	-	-	4	-	-	-	-	-	-	-	-	32	-	-	-	-	-	-	-
CUSTOMS:—																						
Clerk at Outports	10	10	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	9	-	-
Examining Officer	468	-	468	-	-	66	-	-	-	11	253	-	-	-	138	-	-	-	-	-	-	-
Out-door Officer	7	1	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	1	-	-
Boatman, Waterman	94	94	-	-	-	-	2	6	-	8	18	-	-	-	-	-	-	-	49	-	11	-
Boy Messenger	22	22	-	-	-	3	-	1	-	-	3	-	-	-	-	-	-	-	6	-	9	-
DUNDRUM CENTRAL CRIMINAL LUNATIC ASYLUM:—																						
Attendant, Temporary Attendant, Kitchen-maid.	10	10	-	-	-	-	-	-	1	2	2	-	-	-	-	-	-	-	4	-	1	-
ECCLESIASTICAL COMMISSION:—																						
Junior Clerk	161	-	-	161	-	47	-	-	-	-	-	-	-	111	-	-	-	8	-	-	-	-
EDUCATION DEPARTMENT (ENGLAND):—																						
Sub-Inspector	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Inspector's Assistant	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1	-
EXCHEQUER AND AUDIT OFFICE:—																						
Office Keeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
FISHERIES OFFICE (IRELAND):—																						
Inspector	3	3	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	2	-	-
Secretary	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
FOREIGN OFFICE:—																						
Clerk	11	1	10	-	-	1	-	-	-	-	-	-	-	8	-	-	-	-	2	-	-	-
DIPLOMATIC SERVICE:—																						
Attaché	18	1	17	-	-	1	-	-	-	-	-	-	-	11	-	-	-	-	6	-	-	-
Third Secretary, Clerk, and Attaché, for Examination in Public Law.	12	12	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	8	-
Translator to Legation	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
CONSULAR SERVICE:—																						
Consul	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Vice-Consul	8	8	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	3	-	3	-
Consular Assistant for Examination in Law.	2	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE A. *(continued)*, showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1888, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons										For whom Certificates were given,					
																After Open Competition or Open Selection.					
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	Under Scheme I.	For Lower Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
FOREIGN OFFICE—*cont.*																					
CONSULAR SERVICE—*cont.*																					
Student Interpreter	82	2	-	80	-	6	-	-	-	-	-	-	-	66	-	-	-	8	2	-	-
Constable	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Chief Usher	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
HOME OFFICE:—																					
Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Inspector of Factories and Workshops.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Inspector of Mines	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Assistant Inspector of Mines	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
INDIA, CIVIL SERVICE:—																					
Open Competition of June 1888	246	-	-	246	-	11	-	-	-	-	-	-	-	188	47	-	-	-	-	-	-
Periodical Examinations of Selected Candidates.	130	-	-	130	-	-	-	-	-	-	-	-	-	-	84	-	-	-	-	-	46
Final Examination of Selected Candidates.	39	-	-	39	-	-	-	1	-	-	2	-	-	-	-	-	-	36	-	-	-
INDIA FOREST SERVICE:—																					
Candidates for entry	36	-	36	-	-	-	-	4	-	-	-	-	-	20	12	-	-	-	-	-	-
INDIA OFFICE:—																					
Second Class Clerk	7	7	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-
INLAND REVENUE:—																					
Clerk, Upper Division	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Supplementary Clerk in the Solicitor's Office, London.	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Assistant Surveyor of Taxes	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-
Assistant of Excise	982	-	-	982	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	982

Preventive Man	4	4	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	2	-	1
Warehouseman, Stamper	10	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Door Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
IRISH LAND COMMISSION:—																					
Investigator, &c.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Messenger	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-
IRISH LIGHTS COMMISSION:—																					
Clerk	5	-	5	-	-	-	-	-	-	1	-	-	-	3	1	-	-	-	-	-	-
JAMAICA CIVIL SERVICE:—																					
Clerk, Lowest Grade	16	-	-	16	-	-	-	-	-	-	-	-	-	-	16	-	-	-	-	-	-
KILMAINHAM HOSPITAL:—																					
Nurse	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
LAND REGISTRY OFFICE:—																					
Assisting Barrister	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
LOCAL GOVERNMENT BOARD (ENGLAND):—																					
Clerk, Higher Division	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Hall Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
LOCAL GOVERNMENT BOARD (IRELAND):—																					
Auditor	2	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
LORDS, HOUSE OF:—																					
PARLIAMENT OFFICE:—																					
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
BLACK ROD'S DEPARTMENT:—																					
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
LUNACY COMMISSION (ENGLAND):—																					
Under Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
METROPOLITAN POLICE:—																					
COMMISSIONERS' OFFICE:—																					
Clerk	13	-	13	-	-	2	-	-	-	-	-	-	-	8	3	-	-	-	-	-	-
Constables, &c. for Promotion	975	975	-	-	-	5	-	-	-	-	225	-	-	-	642	-	-	-	-	-	103
POLICE COURTS:—																					
Clerk	70	3	-	67	-	11	-	-	-	-	-	-	-	53	-	-	-	3	-	2	1
Assistant Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Office Keeper	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Usher, Messenger	19	19	-	-	-	-	1	1	-	1	1	-	-	-	-	-	-	-	13	-	2
RECEIVER'S OFFICE:—																					
Clerk	4	1	3	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1888, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given.				Yet to appear, or still under Consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
																Under Scheme I.	For Lower Division.	Under Special Regulations.			
MILITARY ENTRANCE EXAMINATIONS:—																					
Preliminary Examinations	4,163	–	–	4,163	–	227	–	–	–	–	–	1,598	1,238	–	–	–	–	–	–	–	1,100
ROYAL MILITARY ACADEMY AND ROYAL MARINE ARTILLERY:—																					
Candidates for entry	423	–	–	423	–	13	–	–	–	2	–	220	–	48	140	–	–	–	–	–	–
ROYAL MILITARY COLLEGE AND ROYAL MARINE LIGHT INFANTRY:—																					
Ordinary Candidates for entry, including those eligible for West India Regiments only.	1,481	–	–	1,481	–	64	–	–	–	–	–	2	1	649	230	–	–	–	–	–	535
University Candidates for entry	59	–	–	59	–	3	–	–	–	–	–	3	1	15	24	–	–	–	–	–	13
Queen's Cadets, &c.	47	47	–	–	–	–	–	–	–	–	4	–	–	–	25	–	–	–	–	–	18
LIEUTENANTS OF MILITIA:—																					
Examined for Commissions in the Army.	324	324	–	–	–	50	–	–	–	–	35	41	5	–	193	–	–	–	–	–	–
OFFICERS OF THE COLONIAL LOCAL MILITARY FORCES:—																					
Examined for Commissions in the Army.	2	2	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–	–	–	–	–
ARMY OFFICERS EXAMINED IN MODERN LANGUAGES.	159	159	–	–	–	26	–	–	–	2	–	19	62	–	50	–	–	–	–	–	–
MINT:—																					
Artificer, Stoker and Engine Driver, Packer, and Teller.	4	4	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	3	–	–
Boy Workman	5	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	–	1
MELBOURNE BRANCH:—																					
Assistant to Assayers	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Clerk	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Foreman of Melting	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
SYDNEY BRANCH:—																					
Boy Workman	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–

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TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1888, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given.				Yet to appear, or still under Consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the C. in C. of 4 June 1870.	
																Under Scheme I.	For Lower Division.	Under Special Regulations.			
POST OFFICE—*cont.*																					
Postman (London)	450	450				6	2	24	2	5	34								377		2
Sorter (London, Edinburgh, and Dublin).	257	257				1	3	4			49								198		2
Postman (Provincial)	1,196	1,196				1	3		10	8	17								1,137		20
Porter and Labourer	61	61				2	1	4			9								42		3
PRISONS DEPARTMENT (ENGLAND):—																					
Engineer	2	2																	2		
Subordinate Officer, Division I.	145	145				14	2		1	3	6								117		1
Ditto Division II.	17	17				2													15		
Assistant Matron	65	65				11	2			2	5								43		2
Assistant Messenger	1	1																	1		
PRISONS DEPARTMENT (SCOTLAND):—																					
Clerk	1	1																			1
Warder	48	48				2				2	7								34		3
Female Warder	16	16				1	1				1								12		1
PRISONS SERVICE (IRELAND):—																					
Clerk	3	3									1								2		
Steward	1	1																	1		
Warder, Trades Warder	32	32				1		2	1	1	1								24		2
Temporary Warder	1	1																	1		
Assistant Matron	9	9																	8		1
PRIVY COUNCIL OFFICE:—																					
Office Porter	1	1																	1		
PUBLIC WORKS LOAN OFFICE:—																					
Porter	1	1																	1		

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TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1888, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given.				
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
																Under Scheme I.	For Lower Division.	Under Special Regulations.			
STATIONERY OFFICE:—																					
Examiner of Binders' Accounts	1	1																		1	
Assistant Examiner of Binding	1	1																		1	
Extra Assistant Examiner of Binding.	11			11										10				1			
Publications' Ledger Clerk	1	1																		1	
Warehouseman	1	1																	1		
SUPREME COURT OF JUDICATURE (ENGLAND):—																					
CHANCERY DIVISION:—																					
First Class Clerk	1	1																	1		
Second Class Clerk	2	2									1									1	
Third Class Clerk	1	1																	1		
PROBATE, DIVORCE, AND ADMIRALTY DIVISION:—																					
Clerk	11	11				2					2								7		
Porter	2	2									1										1
SUPREME COURT OF JUDICATURE (IRELAND):—																					
Junior Clerk	62			62		21								40				1			
CHANCERY DIVISION:—																					
Messenger	3	3					1				1								1		
QUEEN'S BENCH DIVISION:—																					
Messenger	2	2																	2		
TEMPORARY COMMISSIONS:—																					
Clerk	7	7									2								5		
Messenger	1	1																	1		

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TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year from January 1 to December 31, 1888.

(i.)—OPEN COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
OPEN COMPETITIONS FOR BOY CLERKSHIPS OF THE LOWER DIVISION.	2	124	1,628	155	1,473	1,349	124
ADMIRALTY:—							
Dockyard Apprentice	1	68	325	5	320	252	68
COLONIAL OFFICE:—							
Eastern Cadet	1	9	57	7	50	41	9
ECCLESIASTICAL COMMISSION:—							
Junior Clerk	1	3	161	47	114	111	3
FOREIGN OFFICE:—							
Student Interpreter	2	8	80	6	74	66	8
INDIA CIVIL SERVICE:—							
Open Competition	1	47	246	11	235	188	47
Selected Candidates, Periodical Examinations.	2	—	84	—	84	—	84
Selected Candidates, Final Examination.	1	—	38	—	38	2	36
JAMAICA CIVIL SERVICE:—							
Clerk	1	***	16	—	16	—	16
METROPOLITAN POLICE COURTS:—							
Clerk	1	3	67	11	56	53	3
MILITARY ENTRANCE EXAMINATIONS:—							
ROYAL MILITARY ACADEMY, WOOLWICH:—							
Candidates for entry	2	140	423	15	408	268	140
ROYAL MILITARY COLLEGE, SANDHURST:—							
Ordinary Candidates for entry, including those eligible for West India Regiments only.	2	230	946	64	882	652	230
University Candidates for entry.	2	24	46	3	43	19	24

*** In this case the number of vacancies was not stated,

TABLE B (i).—OPEN COMPETITIONS—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors		
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.	
					Total.	Unsuccessful.	Successful.
POST OFFICE:—							
Female Clerk	1	30	507	52	455	425	30*
Male Telegraph Learner (London, Edinburgh, and Dublin).	4	160	1,803	297	1,506	1,346	160†
Female Telegraph Learner (London, Edinburgh, and Dublin).	3	47	1,582	116	1,466	1,419	47‡
PUBLIC WORKS OFFICE (IRELAND):—							
Surveyor of Buildings	2	1	4	1	3	2	1
Assistant Surveyor of Buildings.	1	1	14	3	11	10	1
SCIENCE AND ART DEPARTMENT:—							
Clerk, Museum of Science and Art, Edinburgh.	2	2	28	8	20	18	2
Assistant, Museum of Science and Art, Dublin (Natural History Branch).	1	1	15	2	13	12	1
STATIONERY OFFICE:—							
Extra Assistant Examiner of Binding.	1	1	11	—	11	10	1
SUPREME COURT OF JUDICATURE (IRELAND):—							
Junior Clerk	1	1	62	21	41	40	1
WAR OFFICE:—							
Assistant to Lecturers on Chemistry, &c., Royal Artillery College.	1	1	8	3	5	4	1
WORKS, OFFICE OF:—							
Junior Examiner	1	1	28	6	22	21	1
Clerk of Works	1	2	7	2	5	3	2

* For one of these candidates no certificate had been granted up to the 31st December 1888.
† For 14 of these candidates no certificate had been granted up to the 31st December 1888.
‡ For 11 of these candidates no certificate had been granted up to the 31st December 1888.

TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year from January 1 to December 31, 1888—*continued.*

(ii.)—LIMITED COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
ADMIRALTY:—							
Artificers for Promotion	5	*	28	8	20	—	20
BRITISH MUSEUM:—							
Assistant	5	6	45	16	29	23	6†
COMMONS, HOUSE OF:—							
Clerk	1	1	6	1	5	4	1
CONSTABULARY, ROYAL IRISH:—							
Cadets	4	15	103	23	80	65	15
Constables for Promotion to Head Constable.	1	*	36	4	32	—	32
CUSTOMS:—							
Examining Officer	1	*	468	77	391	253	138
FOREIGN OFFICE:—							
Clerk	1	1	10	1	9	8	1
DIPLOMATIC SERVICE:—							
Attaché	1	5	17	1	16	11	5
INDIA FOREST SERVICE:—							
Candidates for entry	1	12	36	4	32	20	12
IRISH LIGHTS COMMISSION:—							
Clerk	1	1	5	1	4	3	1
METROPOLITAN POLICE:—							
COMMISSIONERS' OFFICE:—							
Clerk	2	3	13	2	11	8	3
Constables, &c. for Promotion	24	*	872	5	867	225	642
RECEIVER'S OFFICE:—							
Clerk	1	1	3	—	3	2	1
NATIONAL EDUCATION OFFICE (IRELAND):							
Inspector	3	4	20	1	19	15	4
NAVY:—							
Cadet	2	101	218	53	165	64	101
Assistant Clerk	2	19	140	10	130	111	19
TRADE, BOARD OF:—							
Temporary Clerk in Surveyor's Office.	3	4	13	1	12	8	4‡
MERCANTILE MARINE OFFICES:—							
Temporary Clerk	1	2	8	—	8	6	2
Boy Clerk	1	1	20	5	15	14	1
TRINITY HOUSE:—							
Clerk (Lower Grade)	1	1	5	—	5	4	1
Extra Clerk	1	1	6	1	5	4	1
Boy Clerk	1	1	5	—	5	4	1

* In these cases the number of vacancies was not stated.
† For three of these candidates no certificate had been granted up to the 31st December 1888.
‡ For two of these candidates no certificate had been granted up to the 31st December 1888.

The following Competitions were in progress on 31st December 1888, but had not been finally disposed of.

Department, &c.	Number of Competitions.	Number of Situations to be competed for.	Number of Competitors.
ADMIRALTY:—			
Accountant Clerk in the Works Department at the Outports.	1*	1	13
BRITISH MUSEUM:—			
Assistant	1	1	3
INDIA CIVIL SERVICE:—			
Selected Candidates, Periodical Examination.	1	—	46
INLAND REVENUE:—			
Assistants of Excise	1*	20	982
METROPOLITAN POLICE:—			
Constables, &c. for Promotion	5	†	103
MILITARY ENTRANCE EXAMINATIONS:—			
Royal Military College, Sandhurst:—			
Ordinary Candidates for entry, including those eligible for West India Regiments only.	1*	147	535
University Candidates for entry	1*	12	13
NATIONAL EDUCATION OFFICE (IRELAND):—			
Inspector	1	2	7
POST OFFICE:—			
Female Telegraph Learner (London and Edinburgh).	2*	Not fewer than 12	1,062
Female Sorter	1*	20	735

* These were Open Competitions.
† In this case the number of vacancies was not stated.

Table C.—Comparative Statement of the Cases dealt with under the Order in Council of 4th June 1870 during the years 1887 and 1888.

	1887.	1888.
Candidates who were passed and certificated	4,860	4,148
„ who were rejected on literary examination	1,390	1,413
„ who were ineligible in respect of age	85	82
„ who were ineligible in respect of health	103	76
„ who were ineligible in respect of character	40	23
„ who were unsuccessful in competition	8,056	4,895
„ who passed preliminary test examinations	1,025	401
„ who failed in preliminary test examinations	1,369	412
„ who did not proceed to examination	1,857	1,105
	18,785	12,505

TABLE D.—STATEMENT of PRINCIPAL COMPETITIONS, OPEN AND LIMITED, disposed of in 1887 and 1888.

DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Situations competed for.		Competitors.	
	1887.	1888.	1887.	1888.	1887.	1888.
Under the Order in Council of June 4th, 1870.						
†Under Scheme I.	1	—	5	—	111	—
†Men Clerkships, Lower Division, and Second Class Clerkships, India Office	2	—	101	—	1,500	—
†Boy Clerkships, Lower Division	1	2	63	124	890	1,628
†Admiralty:—Draughtsman at Outports	1	—	6	—	30	—
†Office of Works:—Assistant Surveyor						
†Admiralty:—Junior Assistant Schoolmaster in a Dockyard	1	—	1	—	13	—
British Museum:—Assistant	5	5	7	6	43	45
Commons; House of:—Clerk	—	1	—	1	—	6
†Customs: Out-door Officer	3	—	150	—	3,107	—
†Ecclesiastical Commission:—Junior Clerk	—	1	—	3	—	161
Foreign Office:—Clerk	—	1	—	1	—	10
Foreign Office:—Attaché	—	1	—	5	—	17
†Foreign Office:—Student Interpreter	—	2	—	8	—	80
Home Office:—Inspector of Factories	1	—	2	—	4	—
†Inland Revenue:—Supplementary Clerk, Solicitor's Office, London	1	—	1	—	126	—
†Inland Revenue:—Assistant of Excise	1	—	50	—	819	—
†Metropolitan Police Courts:—Clerk	—	1	—	3	—	67
National Education Office, Ireland:—Inspector's Assistant	1	—	4	—	26	—
Post Office:—Technical Officer in the Engineer-in-Chief's Office	1	—	1	—	5	—
†Post Office:—Female Clerk	1	1	35	30	423	507
†Post Office:—Telegraph Learner (Male)	1	4	18	160	284	1,803
†Post Office:—Telegraph Learner (Female)	2	3	80	47	2,115	1,582
†Post Office:—Female Sorter	2	—	50	—	407	—
†Public Works Office, Ireland:—Surveyor of Buildings	—	2	—	1	—	4
†Public Works Office, Ireland, Assistant Surveyor of Buildings	1	1	1	1	8	14
†Public Works Office, Ireland:—Assistant Engineer	1	—	1	—	11	—
†Register House Departments, Edinburgh:—Clerk	1	—	1	—	4	—
†Science and Art:—Assistant in the Museum of Science and Art, Edinburgh	1	—	1	—	13	—
†Science and Art:—Assistant in the Museum of Science and Art, Dublin	—	1	—	1	—	15
†Science and Art:—Clerk in the Museum of Science and Art, Edinburgh	—	2	—	2	—	28
†Stationery Office:—Clerk	1	—	1	—	50	—

† Competitions marked thus (†) were open competitions.

TABLE D.—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	Number of					
	Competitions.		Situations competed for.		Competitors.	
	1887.	1888.	1887.	1888.	1887.	1888.
†Stationery Office:—Extra Assistant Examiner of Binding	—	1	—	1	—	11
†War Office:—Assistant to Lecturers on Chemistry, &c. at the Royal Artillery College	—	1	—	1	—	8
†Works, Office of:—Junior Examiner	—	1	—	1	—	28
†Works, Office of:—Clerk of Works	1	1	2	2	18	7
Not under the above-mentioned Order.						
†Admiralty:—Engineer Student	1	—	54	—	188	—
†Admiralty:—Apprentice in H.M. Dockyards	1	1	83	68	472	325
†Colonial Office:—Eastern Cadet	1	1	5	9	38	57
†County Surveyor, Ireland	1	—	2	—	15	—
Customs:—Examining Officer	—	1	—	‡	—	468
Home Office:—Inspector of Mines	1	—	2	—	5	—
†India Civil Service	1	1	46	47	206	246
India Forest Service	1	1	10	12	29	36
Irish Lights Commission:—Clerk	—	1	—	1	—	5
†Jamaica Civil Service:—Clerk	—	1	—	‡	—	16
Metropolitan Police:—Clerk, Commissioners' Office	1	2	2	3	6	13
Metropolitan Police:—Clerk, Receiver's Office	—	1	—	1	—	3
National Education Office, Ireland:—Inspector	1	3	2	4	12	20
Royal Irish Constabulary:—Cadet	2	4	9	15	52	103
†Royal Military Academy, Woolwich	2	2	180	140	591	423
†Royal Military College, Sandhurst	2	2	247	254	912	992
Royal Malta Fencible Artillery	1	—	1	—	14	—
Royal Navy:—Cadet	2	2	114	101	248	218
Royal Navy:—Assistant Clerk	2	2	19	19	160	140
Supreme Court of Judicature, Ireland:—Junior Clerk:						
1. †Open Competition	1	1	2	1	32	62
2. Limited Competition	1	—	1	—	2	—
Trade, Board of:—						
Temporary Clerk in Surveyor's Office	—	3	—	4	—	13
Mercantile Marine Offices:—						
Temporary Clerk	1	1	3	2	5	8
Boy Clerk	1	1	3	1	15	20
Trinity House:—						
Clerk, Lower Grade	—	1	—	1	—	5
Extra Clerk	—	1	—	1	—	6
Boy Clerk	2	1	4	1	20	5

† Competitions marked thus (†) were open competitions.
‡ The number of vacancies in these cases was not stated.

TABLE E.—Showing the CAUSES of NON-ACCEPTANCE by DEPARTMENTS of MEN CLERKS and BOY CLERKS assigned to them (1876–1888).

Cause of Non-acceptance.	Men Clerks.	Boy Clerks.
Inefficiency	23	28
Offences against official rules, &c.	2	2
Health unsatisfactory	51	53
Character unsatisfactory	2	1
Age unsatisfactory (too near the higher limit)*	—	6
,, (too low for special duties)	1	—
Physical unfitness and carelessness	—	1
Inability to take up appointment	2	2
Cause not stated	2	—
	83	93

* The inconvenience arising from this cause was explained in our 24th Report.

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THIRTY-FOURTH REPORT

OF

HER MAJESTY'S CIVIL SERVICE COMMISSIONERS,

WITH

APPENDIX.

Presented to both Houses of Parliament by Command of Her Majesty.

C X-d-8

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THIRTY-FOURTH REPORT.

MAY IT PLEASE YOUR MAJESTY,

WE, Your Majesty's Civil Service Commissioners, humbly offer to Your Majesty this our Thirty-fourth Report, relating to the examinations held under our directions during the year 1889.

The total number of cases dealt with by us in the year 1889 was 22,491,* which may be distributed under the following heads:— Number of cases dealt with in 1889.

I. Cases falling under the Order in Council of June 4th, 1870 - - -		14,645
II. Cases not falling under this Order, viz.:—		
(*a.*) For Home Services - -	939	
(*b.*) For Indian Services - -	416	
(*c.*) For Military Services - -	5,691	7,846
(*d.*) For Naval Services - -	661	
(*e.*) For Colonial Services - -	139	
Total - - -		22,491

Compared with the year 1888 these figures show an increase, under head I., of 2,140, and a decrease, under head II., of 143, the result in the aggregate being an increase of 1,997.

HOME SERVICES.

During the year under review the results of 57 competitions (excluding the Indian, Military, Naval, and Colonial Services) were announced, of which 29 were Open Competitions. Competitions in 1889.

The causes which, as stated in our last report, led to a diminution in the number of open competitive examinations in 1888 produced a like effect in 1889. Competitions for Clerkships of the upper or Class I. grade, for Men Clerkships of the Lower Division, for Assistantships of Excise, and for Outdoor Officerships of Customs were virtually suspended, and such vacancies as required to be filled immediately were in most cases provided for by transfers or promotions. During the year 15 vacancies occurred for Class I. Clerks, two for Higher Division Clerks, and five for Assistant Surveyors of Taxes. Of the Class I. vacancies six were filled by the transfer of Class I. Clerks from other Departments, eight by the promotion of Lower Division Clerks, and one was left unfilled. The Higher Division Suspension of examinations.

* In this and similar statements a candidate who appeared twice (or oftener) is counted as two (or more) candidates.

vacancies were filled by the promotion of two clerks who had entered the service before the creation of the Lower Division under the scheme of examination known as the Class II. scheme, and the vacancies among Assistant Surveyors of Taxes were filled by the promotion of Lower Division Clerks. Twenty vacancies in the class of Assistants of Excise were filled by successful candidates at an examination held in November 1888.

This cessation of certain examinations has doubtless caused considerable disappointment to intending candidates, but we can only repeat that, as was stated in our last report, our examinations are held to meet the requirements of the Public Service and not the convenience of individuals.

LOWER DIVISION.

Lower Division Clerks are now employed in 59 Departments; Men Clerks in all; Boy Clerks in 24 only.

Number of appointments in the fourteen years 1876-1889.

The entire number of Lower Division Clerks appointed since the date (12th February 1876) of the Order in Council which created the Division was, at the end of last year, 3,280; including 672 exceptionally appointed from the class of Temporary Copyists.

The latter number includes 67 promoted in accordance with the provisions of the Treasury Minute respecting Temporary Copyists mentioned on page v.

Assignments for temporary duty.

The number of Lower Division Men Clerks assigned during the year 1889 for temporary duty was six.

Transfers.

Twenty-two Men Clerks were transferred from one Department to another in 1889. Nine of these 22 had previously been made redundant in the offices from which they were transferred. The entire number of such transfers since the Order in Council of February 1876 is 359.

Probation.

There were no cases last year of the rejection of Men Clerks on probation. Out of the whole number (3,280) who have been admitted on probation, 83 have been rejected, of whom 61 were allowed further trials, which, so far as is at present known, have in no case proved unsatisfactory. The reasons for the rejections are given in detail at p. 59 of the Appendix.

Choice amongst Departments.

Under the rule laid down in 1884, by which Lower Division Clerks are allowed to name the Departments in which they would prefer to serve, it was found to be possible last year to give effect to these preferences in 12 cases. In 12 other cases, however, it was necessary to disregard them in order to meet the exigencies of the Public Service. No Clerk, however, has been forced to serve in any particular Department unless all above him on the list had declined to serve there.

Special competition.

Except the special competition referred to in our last report, no competition was held for Men Clerkships of the Lower Division.

Boy Clerks.

Two examinations for Boy Clerkships of the Lower Division were held in 1889. The number of boys to be selected was 95; and 1,091 candidates presented themselves. The aggregate

numbers for the fourteen years, 1876–1889, were 11,461 candidates and 1,381 vacancies. Of these 11,461, however, 6,019 failed to show a competent proficiency in the obligatory subjects, handwriting, spelling, and arithmetic; so that the number of qualified competitors was reduced to 5,442, or 3·94 for every vacancy.

Probation of Boy Clerks.

Six Boy Clerks were returned to us last year as having failed to pass their probation, all of whom have since been assigned to other Departments. The ground of rejection was in each case unsatisfactory health. In the course of fourteen years there have been 99 rejections on probation. In 79 of these cases fresh trials in other Departments were allowed by us; in the remaining 20 cases the boys either resigned or were removed from the list as unfit for the Service generally.

Competitions for technical appointments.

Of the 29 Open Competitions for the Home Service, the results of which were announced during the year, seven were for situations of a professional or technical character, open only to persons who had undergone a certain amount of previous technical training, as explained in our twenty-ninth Report.

Competitions for non-technical appointments.

Of the 22 non-technical competitions, 14 were for appointments in the Post Office. In eight of these 14, 4,212 women entered themselves for 233 situations; and in six, 1,752 boys competed for 178 situations.

Post Office appointments.

These figures show that the average number of female candidates competing for each situation, which was 27 in 1888, had fallen in 1889 to 18.

Temporary Copyists. Men.

The total number of Men Copyists on the Register on the 31st December last was 985; and the number in actual employment, as nearly as can be stated, 973.

Bonus and gratuity.

In pursuance of the provisions of the Minute issued by the Lords of the Treasury in December 1886, allowing bonus and gratuity under certain conditions to be paid to Copyists, we have paid in the course of the year in all 1,041 bonuses amounting to 4,102*l.*, and gratuities in 72 cases amounting to 4,344*l.*

Boy Copyists.

The number of Boy Copyists added to the Register in 1889, after passing the prescribed examination, was 284; the number of candidates from whom they were selected having been 1,101. Besides the above, 12 were registered in virtue of the Regulations enabling successful candidates at examinations for Boy Clerkships to serve as Boy Copyists pending their appointment as Boy Clerks. During the same period the number of withdrawals and removals was 241. The total number on the Register at the end of the year was 718, and the number serving 598.

Clause VII. of the Order in Council of 4 June 1870.

The number of applications made to us, in 1889, for the grant of certificates under the exceptional provisions of Clause VII. of the Order in Council of 4th June 1870 amounted, independently of the Special Limited Competition for Men Clerkships of the Lower Division held in February, to 132. With the above-mentioned qualification, this clause has now been used in 2,090

cases altogether; in the great majority of which examination has been wholly dispensed with. Certificates have been granted in 1,982 cases, and refused in 65.

INDIAN SERVICES.

Civil Service of India.

The annual open competition for the Civil Service of India took place early in June 1889. Forty-five appointments, subsequently increased to forty-nine, were offered, which were distributed as follows amongst the several Presidencies, &c.:—

North-West Provinces, Punjab, Oudh, and Central Provinces - - - -	17
Bengal, Lower Provinces, including Assam -	9
Madras - - - - -	8
Bombay - - - - -	6
Burma - - - - -	9

The number of competitors was 241, or five for each vacancy.

In July 46 candidates who had completed their two years' term of probation in this country came up for their final examination. All of these candidates were pronounced duly qualified for admission to the Civil Service of India.

An important change has been introduced into the Regulations for the Open Competition of 1892. The maximum age for admission to the competition was originally fixed at 23 with the view of including graduates from the Universities. In the year 1859 it was lowered to 22, on the ground that candidates selected at any later age, if they were kept in England for even one year of special study, would then be too old to commence life in India, and in the belief that the reduced limit somewhat exceeded the average age at which the B.A. degree was taken. In 1866 it was further lowered to 21, in consequence of the introduction, at the instance of the Government of India, of a system whereby the successful candidates were to pass a probation of two years in this country; and the minimum limit, which had hitherto been 18, was reduced at the same time to 17. In 1878, with the view of obtaining a larger number of persons educated at the Universities, the maximum limit was further reduced to 19, and the selected candidates were encouraged to pass their period of probation at one or other of the Universities. The Secretary of State for India in Council has now decided, for reasons which are stated in the correspondence appended to this report, that the maximum limit of age shall be fixed at 23, and the minimum limit at 21, and certain changes in the scheme of examination have therefore become necessary. The correspondence on the subject and the revised Regulations, which will come into force in 1892, will be found on pp. 10–40 of the Appendix.

India Forest Department.

The annual examination for the Forest Service of India was held in June last. Thirty candidates attended, of whom the required number, viz., twelve, were selected for admission to Cooper's Hill College.

Military Services.

Four Preliminary Examinations for the Army were held during the year 1889, viz., in March, June, September, and December. Of the 4,804 candidates who entered, 1,237 passed the examination, and 838 of the remainder passed in not less than three of the prescribed subjects, thereby securing exemption from re-examination in those subjects, as provided for under present Regulations. Military Preliminary Examinations.

Two "Further" Examinations were held as usual in the year for Cadetships in the Royal Military College. In the summer 476, and in the winter 563, candidates competed; the number of cadetships offered on each occasion being 147 (of which 125 were for infantry, 15 for cavalry, and 7 for West India regiments). In addition, 47 University candidates competed during the year for 24 Cadetships, and 25 candidates were examined, of whom 23 passed, as Queen's Cadets or Queen's Indian Cadets. Royal Military College.

Besides the Sandhurst Cadetships eight commissions in the Royal Marine Light Infantry were offered by the Lords of the Admiralty to the competitors at the July examination; and we were subsequently informed that the gentlemen appointed to these commissions were those who had obtained the 10th, 21st, 25th, 54th, 64th, 67th, 108th, and 146th places on the infantry list. Nine similar commissions, offered at the December examination, were given to candidates whose numbers in order of merit were 22nd, 31st, 39Ath, 71st, 85th, 86th, 118th, and 127th on the infantry list, and 3rd on the list of successful University candidates. Royal Marine Light Infantry.

For the Royal Military Academy, Woolwich, two competitive examinations were held. At the usual examination in the summer, 219 competitors presented themselves, but as 137 failed in the obligatory portion of the examination, and one was disqualified through late attendance, only 81 qualified candidates competed for the 60 vacancies offered. At the December examination there were 239 candidates, of whom 128 failed to pass the obligatory part of the examination, so that there remained only 111 qualified competitors for the 60 vacancies announced. Royal Military Academy.

Two commissions in the Royal Marine Artillery, dating from September 1st, 1890, have been granted to the candidates whose places in the examination of December last were 71st and 81st. Royal Marine Artillery.

Two examinations were also held (in April and October) for Lieutenants of Militia desirous of qualifying themselves, so far as literary subjects are concerned, for admission to subsequent competitions in military subjects for commissions in the Regular Army. The April examination was attended by 146 candidates of whom 124 qualified; the October examination by 105 candidates, of whom 78 qualified. Lieutenants of Militia.

NAVAL SERVICES.

Naval Cadets.

Three examinations were held in 1889 of boys nominated by the Lords of the Admiralty to compete for Naval Cadetships. At the February examination 27 boys competed for 14 ordinary Cadetships. At the June examination 91 boys competed for 56 ordinary Cadetships, and at the November examination 130 boys competed for 62 ordinary Cadetships. At the June examination two, and at the November examination one boy passed the test examination prescribed for "Service" Cadets, *i.e.*, Cadets selected by the Board of Admiralty from sons of meritorious officers in the Army, Navy, or Marines. According to the Admiralty Regulations, a certain number of Cadetships are given annually to sons of gentlemen in the Colonies, on the recommendation of the Secretary of State for the Colonies. Ten such cases were decided in the year 1889, but only four candidates passed the qualifying examination, which, in these cases, usually takes place at a Colonial station on board the Admiral's ship, under the superintendence of a chaplain or other officer, examination papers having been sent from this office for the purpose.

Assistant Clerkships in the Navy.

Two competitions were held in 1889 for Assistant Clerkships in the Navy. At the earlier competition, held in June, 69 boys nominated by the Lords of the Admiralty competed for thirteen ordinary vacancies. At the second examination, held in November, 65 boys, similarly nominated, competed for twelve Assistant Clerkships of the ordinary kind, and one boy was subjected to a qualifying examination, which he passed, for the one Clerkship which is reserved annually for sons of officers of the Navy who have distinguished themselves in the Service.

Naval Interpreters and Instructors.

For the situation of Naval Interpreter one candidate passed a qualifying examination.

Two candidates underwent the preliminary examination for the post of Naval Instructor, both of whom passed.

Engineer Students.

An open competition was held in April for 25 Engineer Studentships in the Navy. The competition was attended by 170 candidates, 57 of whom, besides 25 unsuccessful candidates, passed a qualifying examination.

Simultaneously with the competitive examination seven other candidates nominated by the Lords of the Admiralty were subjected to a qualifying examination for as many studentships. As only three of these nominees reached the qualifying standard four of the seven studentships were bestowed upon candidates who qualified at the open competition.

Dockyard Apprentices.

An open competitive examination was held as usual in April for the entry of Apprentices in Her Majesty's Dockyards. There were 318 candidates, of whom 315 passed a qualifying examination, and 91 were admitted.

Colonial Services.

The eighth of a series of Open Competitions for Eastern Cadetships was held in August 1889. Sixty-one candidates entered their names, and forty-eight attended the examination, which was for twelve vacancies, five in the Straits Settlements and seven in the Ceylon Civil Service. Eastern Cadetships.

An examination for the Civil Service of Jamaica was held in that island in 1889, which was attended by 27 candidates. Civil Service of Jamaica.

Fees.

The value of the fee stamps presented by candidates at examinations held in the year 1889 was 8,831*l.*, against 11,284*l.* in the previous year. Fees.

Examiners.

The following list contains the names of the gentlemen who, under the general superintendence of our Director of Examinations, Mr. Poste, and the Permanent Examiners, Mr. Butler, Mr. Bonar, and Mr. Sargant, assisted us on various occasions during the year in the conduct of our examinations:—

English Language and Literature; Geography; History, &c.—T. Arnold; A. J. Ashton; T. H. Attwater; Maj.-Gen. J. P. Battersby; J. F. Blake; R. Booth; H. C. Bowen; Rev. A. Caldecott; A. Cardew; C. W. Chute; Rev. Dr. W. O. Cleave; Lt.-Col. A. M. Delavoye; Professor E. Dowden; Professor T. H. Eagles; J. G. Fitch; H. R. Francis; Rev. H. B. George; C. J. Griffiths; T. W. Haddon; Dr. Fitzedward Hall; Rev. J. N. Hoare; J. C. Horobin; C. N. Jackson; H. Johnson; Professor T. Rupert Jones; Lt.-Col. C. C. King; Professor W. Knight; A. Lang; Rev. Dr. T. H. L. Leary; W. Little; H. E. Malden; Professor J. M. D. Meiklejohn; F. C. Montague; G. K. Paley; H. A. Perry; H. F. Pooley; F. York Powell; T. Scratton; H. W. Simpkinson; W. Stebbing; G. F. Stevenson; H. E. Trevor; F. C. Walrond; C. Knight Watson; Rev. C. J. Wynne.

Holy Scripture.—Rev. J. N. Hoare; Rev. Dr. T. H. L. Leary; Rev. C. J. Wynne.

Greek and Latin Languages, Literature, and History.—E. Abbott; Rev. J. H. Abrahall; T. Arnold; C. W. Chute; Rev. Dr. W. O. Cleave; Rev. T. Field; H. R. Francis; Professor A. Goodwin; T. W. Haddon; J. A. Hamilton; Rev. H. A. Holden; Very Rev. Dean Kitchin; Rev. Dr. T. H. L. Leary; G. E. Marindin; F. C. Montague; Rev. O. Ogle; R. Ornsby; Rev. T. L. Papillon; H. A. Perry; J. Y. Sargent; E. S. Shuckburgh; G. F. Stevenson; Professor G. C. Warr; Rev. R. Whiston.

French.—Professor R. Atkinson; S. Barlet; Henri Bué; A. Cardew; Rev. A. C. Clapin; A. Cogery; Rev. J. Congreve; D. R. de Fontanier; Lt.-Col. A. M. Delavoye; A. Esclangon; Rev. J. Fuller; A. H. Douglas-Hamilton; Alfred Hamonet; A. Huguenet; Mrs. A. Kühlke; Henri Van Laun; B. M. Petilleau; H. Tarver; Henri Testard.

German.—Dr. F. Althaus; Professor R. Atkinson; Dr. N. Heinemann; A. A. Macdonell; Dr. E. Oswald; Rev. Dr. J. J. Overbeck; Dr. J. Wallraf; H. S. Beresford Webb; H. J. Wolstenholme.

Italian.—Professor R. Atkinson; A. J. Butler; C. C. Lacaita; Signor V. Papucci.

Irish.—Rev. Professor J. Goodman; J. Molloy.

Spanish.—Señor M. Arechavala; E. Armstrong; Señor Don Pascual de Gayangos.

Russian.—E. A. Cazalet; R. Michell.

Turkish.—Rev. A. Tien; Dr. C. Wells.

Arabic.—H. A. Salmoné; Rev. A. Tien; Dr. C. Wells.

Sanskrit.—Professor E. B. Cowell.

Mathematics, Pure and Mixed.—T. H. Attwater; Maj.-Gen. J. P. Battersby; W. H. Besant; Rev. J. Bond; S. O. Buckmaster; Professor A. S. Butler; Professor M. W. Crofton; Lt.-Col. A. C. Cunningham; Rev. J. Fuller; Professor W. Garnett; Professor H. Hart; Rev. G. H. Hopkins; E. L. Kearney; Professor C. J. Lambert; Rev. W. H. Laverty; Rev. E. Ledger; Professor W. J. Lewis; Major P. A. Macmahon, F.R.S.; G. K. Paley; Rev. G. S. Ward; Rev. Dr. H. W. Watson; Professor B. Williamson; Rev. A. Wrigley.

Chemistry; Electricity and Magnetism; Heat and Light; Geology and Mineralogy; Physics; Physical Geography.—Dr. P. Norman Evans, F.C.S.; Rev. Prof. T. G. Bonney; Professor A. S. Butler; Professor W. Garnett; W. T. Goolden; Professor T. Rupert Jones; Lt.-Col. C. C. King; Professor V. B. Lewes; Professor G. D. Liveing; H. F. Newall; Professor S. P. Thompson.

Botany; Zoology; and Physiology.—Professor Milnes Marshall; Dr. M T. Masters.

Moral Sciences, Logic, and Political Economy.—R. R. Cherry; Professor H. S. Foxwell; W. C. Sidgwick; Professor W. Wallace.

Law and History (Constitutional and Political).—A. J. Ashton; Spencer Butler; R. Campbell; G. L. Denman; K. E. Digby; E. Myers; G. K. Paley; F. York Powell; Professor J. Rankine.

Architecture, Civil Engineering and Surveying, Mechanical Engineering, Practical Geometry, and Geometrical Drawing, &c.—E. B. Ellice Clark, C.E.; Capt. S. D. Cleeve; Lt.-Col. A. C. Cunningham; Professor T. H. Eagles; Professor M. F. Fitzgerald; B. Fletcher, F.R.I.B.A.; Capt. L. C. Jackson, R.E.; Lt.-Col. C. C. King; Professor C. J. Lambert; Major P. A. MacMahon; W. H. Mills; J. B. Redman; Professor E. Townsend; W. Castle Turner, C.E.; Professor W. C. Unwin; Lt. C. Walker; H. Ward, C.E.

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Practical Farming.—Dr. J. A. Voelcker.

Mining.—Sir W. W. Smyth.

Modern Sanitation.—H. Ward, C.E.

Bookbinding.—J. Leighton.

Industrial Arts and Handbooks.—Professor T. H. Eagles.

Topographical Plan Drawing and Map and Chart Projection.—E. G. Ravenstein.

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Jurisprudence.—Professor E. C. Clark; C. P. Ilbert, C.S.I., C.I.E.

Law of India, &c.—C. P. Ilbert, C.S.I., C.I.E.

Notes of Cases, and Law of Evidence.—Kenelm E. Digby; T. S. Soden.

History and Geography of India.—H. G. Keene, C.I.E.

Political Economy.—W. C. Sidgwick.

Hindustani.—Dr. Fitzedward Hall; J. T. Platts.

Telugu.—L. Forbes.

Hindi.—Dr. Fitzedward Hall.

Bengali.—W. S. Seton-Karr.

Marathi.—Rev. S. D. Bhabha; Rev. Dr. J. Murray Mitchell.

Tamil.—E. W. Bird; Rev. S. Hobbs.

Gujarati.—Rev. Dr. J. Glasgow.

Burmese.—Lieut.-General Horace A. Browne.

Sanskrit.—Dr. Fitzedward Hall.

Persian.—E. H. Whinfield.

Agricultural Chemistry.—Dr. J. A. Voelcker.

Geology.—P. H. Carpenter, D.Sc., F.R.S.

Botany.—P. H. Carpenter, D.Sc., F.R.S.

Zoology.—P. H. Carpenter, D.Sc., F.R.S.

Riding.—Lieut.-Col. J. M. Murray, R.H.A.

Superintendent of Examinations in Dublin.—G. Johnstone Stoney, F.R.S.

Superintendent of Examinations in Edinburgh.—Professor G. Baldwin Brown.

All which we humbly submit to Your Majesty's most gracious consideration.

Witness our hands, this 28th day of July one thousand eight hundred and ninety.

G. W. DASENT.
W. J. COURTHOPE.

APPENDIX.

CORRESPONDENCE.

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CORRESPONDENCE.

HOME CIVIL SERVICE.

LOWER (SECOND) DIVISION.

LOWER (SECOND) DIVISION.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 16th March 1889.

Redundant clerks. Arrangements for transfer of.

THE Civil Service Commissioners have had under careful consideration your letter of the 5th May* last on the subject of the transfer of Redundant Clerks of the Lower Division of the Civil Service, and they have endeavoured to devise means by which such transfers could be effected upon the lines agreed upon between themselves and the Lords of the Treasury as indicated in the above-quoted letter. But the Commissioners are met with the initial difficulty that they have no power under the Order in Council of 12th February 1876 to assign a Redundant Clerk to a Department unwilling to receive him. Still less could they oblige such Department to accept him.

They would venture to suggest, therefore, that, with the view of removing difficulties of this nature, a clause governing the transfer of Redundants should be inserted in the next Order in Council affecting the Lower Division.

In the meantime, however, the Commissioners are willing, and indeed anxious, to afford such facilities as are at their command to Departments having Redundant Lower Division Clerks, and with this object in view they have prepared the accompanying draft of a circular which, if their Lordships approve, they are prepared to issue to Public Departments in the hope that their intervention and the circulation of so much of your letter of 5th May last as has been embodied in the draft, may contribute to the relief of Departments which may be overmanned.

The Commissioners think it right to state, for the information of their Lordships, that recent experience leads them to infer that there is a tendency, in some Departments, at any rate, to declare Clerks of mature age as Redundant. Illustration of this tendency is to be found in the circumstance that during the present month a certain Department has reported to the Commissioners as redundant two Men Clerks, both of whom are over 40 years of age, and that another has similarly declared redundant eight clerks, of whom one is 49, one is 46, three are 42, and two are 34 years of age. Several of these Clerks, moreover, were not admitted to the Lower Division by open competition, but were Writers who were promoted on the representation of the Department that it was desirable in the public interest to retain and employ them in the same Department.

* Not printed.

LOWER (SECOND) DIVISION.

Redundant clerks. Arrangements for transfer of.

Apart altogether from the question of age, one reason which will probably be found to make Departments unwilling to accept men of long service is the larger salary, as compared with that of recently appointed clerks, which such men would be entitled to. But this objection might perhaps be, to a certain extent, removed if Departments were to understand that their Lordships were prepared to sanction such additional expenditure as would be entailed by the acceptance of such Clerks.

I have, &c.

The Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 27th March 1889.

IN reply to Mr. Lockhart's report of the 16th instant, I am directed by the Lords Commissioners of Her Majesty's Treasury to state that my Lords concur generally in the terms of the circular which you propose to issue respecting the transfer of Lower Division Clerks who are supernumerary in any Government Department to fill vacancies in other Departments; and my Lords are of opinion that the circular should be issued at once in order to check the practice to which you draw attention of declaring as Redundant Clerks who are of mature age, and who in some cases appear to have been originally Writers chosen specially for promotion to the Lower Division on its formation, on representations from the very Departments where they are now declared redundant.

I have, &c.

CIRCULAR.

SIR, Civil Service Commission, 2nd April 1889.

I AM directed by the Civil Service Commissioners to state for the information of [redacted] that heretofore this Board has not taken any initiative in regard to the transfer of a Lower Division Clerk from one department to another. Their functions have been limited to endorsing the certificate of qualification and recording the fact, after the transfer has been agreed upon between the two departments concerned and approved by the Treasury.

This procedure affords few facilities to departments desiring to transfer to other offices Lower Division Clerks who may have become redundant, and, with the view of aiding such departments in effecting transfers, the Commissioners have, with the sanction of the Lords of the Treasury, made the following arrangements:—

1. The Civil Service Commissioners will receive the names of any Clerks who may be, or may be about to become, redundant, and will place them on a list, provided:

   (*a*) That they are certified to be thoroughly efficient, and to be of good health and character;

   (*b*) That they are those most recently assigned to the Department which desires to effect the transfers.

2. The Commissioners will communicate to Departments reporting vacancies the names of redundant Clerks on the list, with the view of effecting transfers.

3. It must be understood that the redundant Clerks shall be retained in, and paid by, the Departments to which they belong until their transfer shall have been completed.

I am to add that the Lords Commissioners of Her Majesty's Treasury have stated that it is desirable that it should be understood that "the last appointed Lower "Division Clerks in an office shall be the first to be declared redundant, not as "acknowledging any advantage in seniority, but as a regulation of convenience in administration."

I have, &c.

(Signed) J. S. LOCKHART,
Secretary.

LOWER (SECOND) DIVISION.

Shorthand.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 25th July 1889.

I AM directed by the Civil Service Commissioners to transmit, for the information of the Lords Commissioners of Her Majesty's Treasury, the enclosed copy of correspondence which has taken place between the Admiralty and this Board on the subject of requiring Lower Division Clerks who may hereafter be assigned to the Admiralty to possess a knowledge of shorthand.

Their Lordships are doubtless aware that, under the existing Orders in Council, the Commissioners have no authority to examine candidates for Men Clerkships in shorthand writing, and cannot make a knowledge of that art a condition of assignment for service. It will, however, be in their Lordships' recollection that the Civil Service Commissioners have on various occasions expressed themselves in favour of shorthand being included amongst the subjects in which candidates for Men Clerkships might be tested, and that the Lords of the Treasury have not hitherto found themselves able to concur in the opinion of the Commissioners or have regarded the occasion inopportune for discussing any alterations in the conditions of admission to the Lower Division.

The Commissioners have, therefore, some hesitation in bringing the matter again before their Lordships, but, as the present appears to be a time when modifications of the Order in Council of 12th February 1876 may be under consideration, they think it right to bring the enclosed correspondence under their notice, and to state that they would have pleasure in offering further observations upon the subject in question if the Lords of the Treasury should now be disposed to receive and consider them.

I have, &c.

ENCLOSURE 1.

SIR, Admiralty, 29th April 1889.

I AM commanded by my Lords Commissioners of the Admiralty to request that you will inform them whether the Civil Service Commissioners contemplate including shorthand writing as a subject for candidates for appointment as Clerks in the Public Service.

My Lords are aware that the Schemes for Examinations are under revision, and in future desire that shorthand writing should form a compulsory subject of examination of any Lower Division Clerks appointed to this Department.

I have, &c.

The Secretary, Civil Service Commission. (Signed) EVAN MACGREGOR.

ENCLOSURE 2.

SIR, Civil Service Commission, 3rd May 1889.

IN reply to your letter of the 29th ultimo, I am directed to state, for the information of the Lords Commissioners of the Admiralty, that the Civil Service Commissioners are not at present in possession of sufficient information to enable them to say what modifications are hereafter likely to be made in the rules in regard to the examination of candidates for Men Clerkships in the Lower Division of the Civil Service. They would, however, regard with satisfaction any arrangement which might be made for securing that Lower Division Clerks selected for assignment to the Admiralty should be conversant with shorthand writing, and they will address a communication on the subject to the Lords Commissioners of Her Majesty's Treasury.

The Lords of the Admiralty are probably aware that under the Order in Council of 12th February 1876 (which is still in force) it is not within the competence of the Civil Service Commissioners to require candidates for Men Clerkships to pass in any subjects of examination other than those indicated in clause 5 of that Order. Of those subjects shorthand is not one.

I have, &c.

The Secretary, Admiralty. (Signed) J. S. LOCKHART.

The Secretary, Treasury, to the Civil Service Commissioners.

LOWER (SECOND) DIVISION.

GENTLEMEN, 2nd August 1889.

IN reply to Mr. Lockhart's letter of the 25th ultimo I am directed by the Lords Commissioners of Her Majesty's Treasury to state that they were about to address you on the subject of including shorthand writing among the subjects of examination for Lower Division Clerks as recommended by the Royal Commission on Civil Establishments. My Lords are disposed to look favourably on that suggestion, and they would therefore be glad to receive the observations on the subject which you are good enough to offer.

Shorthand.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 9th August, 1889.

IN reply to your letter of the 2nd instant respecting the proposed addition of shorthand to the subjects prescribed for the examination of Men Clerks of the Lower Division, I am directed to state, for their Lordships' information, that the Civil Service Commissioners have been requested by some of the larger Departments to supply them with Lower Division Clerks who have some knowledge of shorthand, or to make arrangements by which in future such Clerks might be assigned. The Commissioners, however, have not been able to meet the wishes of Departments in this respect; for, even if they had been able to ascertain that certain Clerks possessed the requisite knowledge, they would still, in every case, have been obliged to assign the highest eligible candidate on the list without regard to his knowledge of shorthand, as Clause 9 of the Order in Council, 12th February 1876, requires that selection shall be made in the order of the names, except in the case of candidates who show special excellence in some particular subject amongst those included in Regulation 2.

If the subject be now added to those included in Regulation 2 this difficulty will disappear, and an economy in time and money will, it is believed, be secured.

A point which presents some difficulty will arise, in the event of the subject being included, on the question whether candidates should be required to take some one system (to be prescribed), or should be left free to prepare themselves as they think best. There would appear to be a certain convenience in ensuring that the same system should be known and practised throughout the Civil Service, and the process of testing the candidate's knowledge would, the Commissioners think, be facilitated in certain respects if this could be done; but, in view of the adverse opinion which is entertained by experts, the Commissioners, as at present advised, do not see their way to recommend any one system for adoption.

I am to add that, with a view to facilitating any future alteration in the scheme of examination which may be found desirable, the Commissioners consider that it would be an advantage if the subjects of examination should not be stereotyped by Order in Council, or that provision should be made in the Order by which alterations may be made without the necessity of having recourse to an additional Order in Council.

I have, &c.

LOWER (SECOND) DIVISION.

Shorthand.

The Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 20th August 1889.

I HAVE laid before the Lords Commissioners of Her Majesty's Treasury Mr. Lockhart's letter of the 9th instant, respecting the proposed addition of shorthand writing to the subjects prescribed for the examination of Men Clerks of the Lower Division.

Their Lordships concur with you in thinking that the difficulty therein referred to will be best met by the inclusion of shorthand in the Scheme known as "Regulation II.," prescribed by the Order in Council of the 12th February 1876, in other words, that that Order should be amended in this respect by any new Order which may be issued dealing with the Civil Service.

As regards the question referred to in paragraph 4 of the letter, their Lordships, in view of the doubt at present existing among experts on the subject, consider that no one system of shorthand should be adopted as obligatory.

I am to add that their Lordships will consult further with you upon the proposal made in the concluding paragraph, whenever a new Order in Council is under consideration.

I have, &c.

INLAND REVENUE.

INLAND REVENUE.

N. H. Nicolas, Esq., C.B., Exchequer and Audit Department, to the Secretary, Civil Service Commission.

SIR, 27th April 1889.

Certificates required for Lower Division Clerks appointed to other clerkships.

I AM directed by the Comptroller and Auditor General to bring under the notice of the Civil Service Commissioners the re-organisation, from the 1st November 1888, of the Department of the Comptroller of Stamps and Stores in the Inland Revenue, which involved the change from triennial into annual increments, and the abolition of duty pay, as such, as well as giving prospects of promotion as will be seen from the enclosed copy of the Treasury letter, in the case of certain persons who had entered the Service as Lower Division Clerks, under the terms of the Order in Council of 12th February 1876.

Under these circumstances I am to request that the Comptroller and Auditor General may be informed whether, in the opinion of the Commissioners, the original certificates issued by them to such persons are sufficient to regularise their present position in the Civil Service, or whether they consider fresh certificates to be necessary.

I have, &c.

ENCLOSURE.

Treasury Chambers,

MY LORD AND GENTLEMEN, 9th November 1888.

THE Lords Commissioners of Her Majesty's Treasury have given their careful consideration to the proposed scheme for the re-organisation of the Office of Controller of Stamps put forward in your Report of the 29th September last.

INLAND REVENUE.

Certificates required for Lower Division Clerks appointed to other clerkships.

They observe that the comparison which you institute is between the cost of the proposed scheme and of the existing staff, which shows that the former exceeds the latter by some 234*l.* per annum only, and this increase you justify on the ground that, but for the proposed re-organisation, an increase of staff would be necessary to provide for the performance of the additional duties thrown on the office by the normal growth of population, by recent legislation, and by the suppression during the last two years of Distributorships of Stamps, whereby a considerable saving has been effected.

My Lords accept these considerations as sufficient justification of the re-organisation which you propose, which is also upon the general lines which they have already approved in the re-organisation of other branches of your office, and they therefore approve the following establishment and scales of pay for the office of Controller of Stamps:—

	£	£	£
1 Controller of Stamps and Registrar of Joint Stock Companies	—	by —	to 1,000
2 Assistant Controller of Stamps and Registrar of Joint Stock Companies	650	„ 25 „	750
4 Principal Clerks	520	„ 20 „	620
8 Senior Clerks	410	„ 20 „	480
5 First Class Clerks	310	„ 15 „	400
8 Second „	250	„ 12 „	300
10 Third „	150	„ 10 „	240
19 Fourth „	70	„ 5 „	140

This staff will be in lieu of the present establishment of—

1 Controller.
2 Assistant Controller.
7 Heads of Branches.
18 Clerks.
31 Lower Division Clerks.
Duty Pay.

They also approve of the manner in which you propose to deal with the accrued portion of triennial increments in the transition to classification and annual increments.

Messrs. A., B., C., D., E., F., and G. will retain their present salaries on passing to their new class, and the prospective rights of Mr. H. will be guarded, so also those of any other clerk who may be injuriously affected by the new scale either by not reaching the maximum to which he is now entitled to go, or by being arrested in his progress to it by a class barrier not now existing. In such cases the pay of the present scale up to such maximum may be allowed. The new scheme to date from 1st instant.

I am, &c.
(Signed) FRANK MOWATT.

The Commissioners of Inland Revenue.

The Secretary, Civil Service Commission, to the Comptroller and Auditor General.

SIR, 2nd May 1889.

IN reply to Mr. Harris Nicolas' letter of the 27th ultimo, I am directed to inform you that, in the opinion of the Civil Service Commissioners, no fresh certificates of qualification are required to validate the appointment of such of the Clerks on the new staff of the Controller of Stamps as had previously been certificated as Clerks in the Inland Revenue. In their case the alteration in the scales of pay appears to render no action by this Board necessary.

But it is clear that the situations referred to are not Clerkships of the Lower Division, as they have different rates of pay from those prescribed by the Order in Council of 12th February 1876, and carry prospects of promotion to superior ranks.

INLAND REVENUE.

Certificates required for Lower Division Clerks appointed to other clerkships.

Accordingly the Commissioners are satisfied that no Lower Division Clerk can be appointed to the new establishment without a fresh certificate of qualification.

Further, in view of all the conditions of the new clerkships, it appears to the Commissioners that appointments to them of Clerks of the Lower Division must be considered to be promotions to the Upper Division, within the meaning of Clause 18 of the above-cited Order, so that the necessary certificate could not be granted to any Lower Division Clerk until he has completed 10 years of service.

I have, &c.

CORRESPONDENCE

RELATING TO

THE CIVIL SERVICE OF INDIA.

CIVIL SERVICE OF INDIA.

CIVIL SERVICE OF INDIA.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 24th July 1889.

Revision of Regulations.

IN October 1886, in accordance with the desire of the Secretary of State for India, a Commission was appointed by the Government of India to inquire into the system under which Natives of India are admitted to the Covenanted Civil Service under the Statute of 1858, or, under the Statute of 1870, to offices formerly reserved to members of that Service. The Commission was desired "to devise a scheme which "may reasonably be hoped to possess the necessary elements of finality, "and to do full justice to the claims of Natives of India to higher and "more extensive employment in the public service." The Report of the Commission was submitted in December 1887, and on the 9th October 1888 it was forwarded to the Secretary of State with the recommendations of the Government of India on the principal questions that had been discussed. The adoption of some of these recommendations would involve important changes in the existing system under which candidates for the Indian Civil Service are admitted to the competitive examination in England, and under which selected candidates are required to go through a subsequent period of probation, and it is with regard to the changes thus proposed that the Secretary of State in Council is desirous of obtaining the advice and assistance of the Civil Service Commissioners.

2. Although, under the instructions of the Commission, the conditions under which English candidates are admitted to the Indian Civil Service in England were expressly excluded from the inquiry, there were questions, primarily affecting Native candidates, on which it was not possible for the Commission to pronounce an opinion without at the same time raising questions connected with the English examinations. This observation applies especially to three of the subjects referred for the consideration of the Commission. The first is the question of the expediency of holding a competitive examination in India for the Civil Service simultaneously with the examination in England, it having often been urged by Natives of India that, without the adoption of this plan, they cannot compete on terms of equality with British-born subjects of Her Majesty. The second is the question of the limits of age for Native candidates, it having been alleged that the present limit is too low to admit of Natives competing with reasonable prospects of success at the English examination. The third is the question whether, if the present system is substantially maintained, it is desirable that any changes should be made in the subjects, standards, and general conditions of the English examinations.

3. Viscount Cross does not ask the Civil Service Commissioners to consider the first of these subjects, although it has been necessary to refer to it because it is connected with the question of the limits of age for Native candidates. The Commission and the Government of India have expressed a decided opinion that it would be altogether inexpedient to hold an examination in India simultaneously with the examination in London, and the Secretary of State in Council has no doubt that this conclusion is right. In the words of the Government

of India, "the conditions of the open competitive examination should be "framed with the object of securing candidates trained in the highest "and best form of English education. If under such conditions Native "candidates succeed, they will then, as Lord Macaulay said, 'enter the "Service in the best and most honourable way.' The establishment of "simultaneous competitive examinations in India and in England would "sacrifice the principle we have stated. It would be entirely foreign "to the intentions of the framers of the competitive system, and be "open to grave practical objection." The reasons for this conclusion have been more fully stated in paragraph 60 of the Commission's Report. It may be added that, on altogether different grounds, when a proposal was made in 1887 to hold examinations for the Indian Civil Service simultaneously in Australia and England, the Civil Service Commissioners considered* that the practical difficulties in the way of such a scheme were insuperable, and the Secretary of State concurred in that opinion.

* Secretary, Civil Service Commission, to Under Secretary of State for India, 19th March 1887.†

4. Assuming that the examinations are to be held in England only, the next question to which reference has been made is that of the limits of age most appropriate for candidates at the competitive examination in England. Paragraph 62 of the Report explains the grounds on which the Commission is of opinion that the existing rules place serious obstacles in the way of Native candidates. It recommends that the present limits of age for those candidates should be raised, and that the minimum and maximum limit should be 19 and 23 respectively.

5. There can be no doubt, as the Government of India and the Indian Public Service Commission have laid down, that the very *raison d'être* of the Covenanted Civil Service dictates the necessity of strictly maintaining the principle that while that Service is open to all natural-born subjects of Her Majesty, it must always be essentially English in its character. As observed by the Government of India, the object is to obtain men trained in the highest and best form of English education, and the importance of recruiting the Service in a manner which shall ensure the maintenance of English principles and methods of government cannot be overrated. While, therefore, the Secretary of State in Council is anxious to get rid of all removable obstacles, if such exist, which tend to prevent Native candidates from presenting themselves at the open competition in London, he could not consent, even for so important an object as this, to any change of system likely to prevent the Government of India from obtaining the most highly qualified Englishmen.

This is the view that has always been held by the highest authorities. As observed by Lord Kimberley, in his Despatch to the Government of India, dated 8th January 1885, while, from the first establishment of the competitive system, it was hoped and expected that a certain number of Natives would qualify themselves for an examination open to all subjects of the Crown, and that they would succeed in it, it has at all times been understood that the examination "was to be one adjusted "to the conditions of English education, and not one so manipulated as "as to be specially suitable to Oriental candidates."

6. From 1855 to 1859 the maximum limit of age for the competitive examination was 23; from 1860 to 1865 it was 22; from 1866 to 1877 it was 21; from 1878 to the present time it has been 19 or 19½. It is

† Printed at pp. 16 and 17 of the Appendix to the 32nd Report of the Civil Service Commissioners.

CIVIL SERVICE OF INDIA.

Revision of Regulations.

not necessary to describe in detail the circumstances under which these various changes were made, because they are within the knowledge of the Civil Service Commissioners.

7. The Commissioners have more than once observed* that the merits and defects of any plan of selecting and training candidates for the Covenanted Civil Service can only be properly tested by the actual work of administration in India. In 1875, when the proposal, afterwards carried into effect, to reduce the maximum age for admission to the examination was under discussion, the Commissioners said that it appeared to them that the question at issue could not be determined satisfactorily except by the experience of those who had seen the practical working of the then existing system in India. As no evidence of such experience or of the failure of the existing system was forthcoming, the Commissioners found no reason for recommending any change in the age limits then established. Again, in their letter to this Office, dated 14th January 1882, when the present system was in force, and the question of again raising the age had been brought forward by Mr. Walter Wren and others, the Commissioners said that it had "always been their opinion that the age "of admission to the Civil Service in India ought to be determined "according to the results of experience in India, irrespective of all "considerations of convenience respecting methods or places of educa- "tion and training in this country." As no such results of experience could be shown, nor any falling off in the efficiency of the men appointed, the same reasons which had led the Commissioners in 1875 to abstain from giving an opinion that the age for admission should be lowered prevented them in 1882 from advising that it should be raised.

* See especially letters from Secretary, Civil Service Commission, to Under Secretary of State, dated 16th March 1875,† and 14th January 1882.‡

8. Although the truth of the principle laid down by the Civil Service Commissioners has not been disputed, it has always been extremely difficult to pronounce any confident judgment in regard to the practical results in India of the various plans that have been adopted, and the changes made from time to time in the age for admission to the Service have, in fact, been determined on other grounds. On this subject the Commissioners, in their letter of 14th January 1882, made the following observations:—

"Unfortunately, the views formed in India from the results of experience appear to be conflicting. By some it is said that men do best if sent out young; that young persons adapt themselves more readily to the climate and other conditions, and further, that not having had time to take root in England they are more likely to look to India as the one object of their lives. Others maintain that settled constitutions resist better the trying change of temperature, and also that the more European education civilians carry out with them the more valuable they become. Each of these views has in its turn influenced the decision of the Government, but in 1876 it was decided on other grounds. The one feeling then expressed with the greatest unanimity was the desire that the Civil Service in India should be more largely recruited from the English Universities, and the one question about age was what limits will most tend to secure this object. Here again there were conflicting plans; one that the limit should be raised to 22 or 23, so that the future civilian might be able to get a University education

† Printed at pp. 478–92 of the Appendix to the 20th Report of the Civil Service Commissioners.

‡ Printed at pp. 642–5 of the Appendix to the 27th Report of the Civil Service Commissioners.

before selection; the other that the limit should be lowered to 19, so that they might go to the University after selection. The latter plan eventually carried the day, because it was possible under it practically to secure the desired object, whereas under the former there could be no certainty that the successful candidates would be men who had been to college. Accordingly the limit was fixed at 17 to 19, the probationary allowance being at the same time conditional on residence at a University."

9. The reduction sanctioned in 1876, in the age of admission to the competitive examination, was made in opposition to the recommendations of Lord Northbrook, who was then Viceroy. On the 12th September 1884 the question was again opened by a Despatch from the Government of India to the Secretary of State, and it was proposed that the limits of age should be raised to 18–21.* The reasons for this proposal were fully stated in a Minute by the Viceroy, Lord Ripon. They were summed up by him in the following terms:—"The conclusion at "which I arrive upon the whole matter is that the Regulations of "1876, by which the upper limit of age was reduced from 21 to 19, "have failed to attain the objects for which they were introduced; "that, so far as the European candidates are concerned, the education "which they now receive is fundamentally different from that which "was contemplated when the system of open competition was first "established, and is much less well calculated to bring into the Indian "Civil Service the kind of men with whom it is most desirable that it "should be filled; and, lastly, that those regulations have rendered it, "to use Lord Lytton's words, a 'matter of exceptional difficulty' for "Natives of India to compete successfully in England for the Covenanted Civil Service, and thus tend to deprive them of a privilege "which Parliament deliberately conferred upon them, and upon which "they set a high value. I am, therefore, strongly of opinion that the "maximum age for competition should again be raised."

* See "Correspondence between the "Government of India and the Secretary of State for India relating to the "age at which candidates for the Civil "Service of India are admitted for "competition in England." Parliamentary Paper C, No. 4580 of 1885.

10. The Secretary of State in Council replied to the Government of India on the 8th January 1885, but in his Despatch he dealt only with the questions which specially affected Natives of India, and hardly referred to the proposal to raise the age of admission for English candidates. Nor did he, at that time, ask the advice of the Civil Service Commissioners. It has now become necessary to reconsider the whole subject, in consequence of the recommendations made by the Government of Lord Dufferin and by the Public Service Commission.

11. As the Civil Service Commissioners will see from the Appendices to the Report of the Commission, between four and five hundred witnesses, European and Native, were examined, and a very large number of these witnesses gave opinions on the question of the most desirable limits of age for admission to the competitive examination in England. Although, as already explained, it was not within the duties of the Commission to report on this subject in its relation to English candidates, a great deal of the evidence refers, in fact, as much to them as to candidates of Native birth, and it is important to inquire whether any fresh light is thrown by it on the question of what have been the actual results in India, in regard to the efficiency of the public service, of the various plans that have from time to time been adopted.

12. The fact must be recognized that there is a very general opinion in India that the limits of age for all candidates at the competitive

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examination should be raised. It has already been noticed that this view was urged by Lord Northbrook, and by the Governments both of Lord Ripon and Lord Dufferin, and it has more recently been adopted by Lord Lansdowne. That it should be held by almost every Native of India who has been consulted was, for the reasons explained by the Commission, to have been expected; but it is remarkable that the unanimity of English opinion in India, official and non-official, seems to be hardly less complete. The inquiries of the Commission extended to every province of India, and 140 European witnesses were examined. About 110 of these expressed more or less definite views on the subject of the age limits for English candidates; only 13 of them were in favour of leaving the present system unaltered, while 97 recommended that the maximum limit should be raised. The majority were in favour of raising it to the full extent proposed by the Commission. Whatever be the precise value that ought to be given to these facts, this deduction at least seems reasonable, that the men appointed under the existing system, which has been in force since 1878, have shown, as a rule, no superiority to their predecessors.

13. To this mass of testimony must be added the opinion of the Government of India that the object with which the regulations are framed, namely, that of securing candidates trained in the best and highest form of English education, is not attained under the present system; that the system having been in operation for nearly ten years can be judged by the test of experience, and that when so judged it is found not to be the one best suited to the present circumstances of India.

14. Viscount Cross, moreover, has reason to believe that many of the best class of students, who, having gone to the Universities without any definite idea as to their future profession, would be glad after taking their degree to compete for the Indian Civil Service, are under the present system excluded. And, with regard to the public schools, the information which he has received tends to show that a large proportion of candidates now leave them, in order to be specially prepared for the competition, at an age which deprives them of the most valuable period of school training,—the period, namely, immediately preceding the time at which under ordinary circumstances they would leave in order to go to a University.

15. It appears, therefore, to the Secretary of State that all the available facts point to the conclusion that the efficiency of the English officers of the Covenanted Civil Service in India has been in no way increased under the existing system, and that this efficiency would not be diminished and might be increased by raising the maximum limit of age for candidates at the competitive examination. On the other hand, with regard to Native candidates, his Lordship considers it impossible to disregard the arguments that have been put forward. The Report of the Commission and the voluminous evidence that has been recorded show that it is generally believed that they do not at present compete on equal terms, and that there is hardly any subject connected with the extended employment of Natives in India in which so strong an interest has been expressed by the educated Native community.

16. After careful consideration of the whole question, and being satisfied as to the probable effect of the proposed change upon the English element of the Service, the Secretary of State in Council is disposed so far to accept the recommendations of the Government of India as to fix the limits of age for the competitive examination at 21–23, or, possibly, 21½–23½. He is inclined to prefer these limits to

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those suggested by the Commission; but the question whether the lower limit should be 19 or 21, assuming that the higher limit is fixed at 23, is one on which he especially desires to have the opinion of the Commissioners.

17. There is another respect in which it appears to Viscount Cross that such a change as this may lead to valuable results. As the Commissioners are aware, the feeling has more than once found expression that although the Indian Civil Service has been declared by Parliament to be open to all natural-born subjects of Her Majesty, the existing regulations practically make it difficult for young men from the British Colonies to present themselves with good prospects of success at the competitive examinations in London. Correspondence took place in 1887 between this Office and the Civil Service Commissioners* on the occasion of a representation on this subject made to the Colonial Office by the Governor of New Zealand. While they expressed sympathy with the wishes of the Colonies, the Commissioners did not think it possible to give effect to them. The Secretary of State in Council concurred in that opinion, but, at the same time, he would have seen with much satisfaction the adoption of any practicable measure which might tend to associate the interests of the Colonies with those of the Indian Empire, and encourage young colonists to become competitors for admission to the Indian Civil Service. And he thinks that, if the limits of age be raised as proposed, the obstacles in the way of candidates not resident in the United Kingdom will be less serious.

* Under Secretary of State to Secretary, Civil Service Commission, 5th March 1887.†
Secretary, Civil Service Commission, to Under Secretary of State, 19th March 1887.†

18. The Government of India has recommended that in the event of these conclusions being adopted the period of probation during which the successful candidates remain in England should be reduced to one year as formerly. Viscount Cross recognises the fact that under such a new system it would be necessary to abandon the practice of extending the period of probation in certain cases to three years; but he trusts that the selected candidates may still, if possible, have the advantage of a course of training at such Universities as may be approved by the Secretary of State. This, however, is a question which requires further consideration, and on which the Secretary of State in Council can at present give no final opinion.

19. I am further to request the consideration of the Civil Service Commissioners to the subject referred to in paragraph 63 of the Commission's Report, in regard to the adequacy of the marks at present assigned at the competitive examination to the Sanskrit and Arabic languages, and the suitability of the standard exacted. It will be observed that the Commission is of opinion that it has been clearly shown that the examination in those languages is now of too easy a character. On the whole question of the examination, the Government of India has remarked ‡ that it would be a necessary corollary of the raising of the age-limits that the general standard of examination should be reconsidered; and in this connexion I am to draw attention to the question as to the number of subjects which each candidate should be allowed to take up.

‡ Despatch, paragraph 20.

20. Before concluding this letter, Viscount Cross desires to say that there is another matter to which no reference has been made, because

† Printed at pp. 14–17 of the 32nd Report of the Civil Service Commissioners.

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it is hardly among the subjects on which he can ask the advice of the Civil Service Commissioners. It is, however, one which he is unwilling to leave altogether unnoticed, lest he should seem wanting in the consideration due to the Universities of Oxford and Cambridge. He cannot too fully acknowledge the obligations of the Government of India to the Universities for the interest which they have shown, and for the practical measures which they have taken in the work of preparing young men for their duties in the Indian Civil Service. They have devoted to the subject much careful thought, and have incurred considerable expenditure. Viscount Cross fears that changes such as those now contemplated may cause some inconvenience to the Universities, and this would be to him a cause of regret. He believes, however, that the authorities may still find the means of attracting and training Indian students under the proposed new arrangements, and he intends to consult them with a view to the attainment of this object, to which he attaches much importance.

I am, &c.

The Secretary, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 19th August 1889.

I AM directed to acknowledge the receipt of your letter of the 24th July relating to certain questions, raised in consequence of the recommendations of the Public Service Commission (India) with regard to the system under which candidates for the Indian Civil Service are admitted to the competitive examination in England.

In reply, I am to request that you will convey to the Secretary of State for India in Council the thanks of the Civil Service Commissioners for so fully acquainting them with his views upon these questions.

The Commissioners understand that he desires to ask their opinion, in the first place, on the general question of the expediency of making a change in the age at which candidates are admitted to the competitive examination, and secondly, in the event of the age being raised, as to certain alterations in the scheme of examination, the probation of the successful candidates, and other arrangements which such a change would render necessary.

(1.) As regards the expediency of making a change in the age, the Commissioners observe that one of the main considerations which the Secretary of State has been good enough to bring before them, is that under the existing regulations it is generally believed that the "natives of India do not compete on equal terms with the other candidates."

Upon this point, which, in the opinion of the Commissioners, involves a question of policy, and lies therefore beyond their province, they do not propose to offer any observations. They entirely concur in the opinion expressed by the Government of India, that the object of the examination should be "to obtain men trained in the highest and "best form of English education," and the question they have to consider is, whether for this purpose it is expedient to fix the maximum age for selecting candidates at 19 or 23. This being so, even if it were to appear on a consideration of the whole question that the object in view could be best attained by retaining the upper limit of age at 19, such a conclusion would not, in the opinion of the Commissioners, be affected by the fact that some of the candidates might in con-

sequence, owing to special circumstances, enter the competition at a disadvantage. CIVIL SERVICE OF INDIA.

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Passing accordingly to the question as to the best age for selecting candidates who have received the highest form of English education, the Commissioners think that a change in the existing system might be justified on two grounds: either on the ground that this system of selection had entirely failed to secure the desired result; or in the confident expectation that the raising of the age would lead to the selection of a more efficient class of officers.

It would be on the first ground alone that the Commissioners could pronounce an opinion in favour of a proposal to abandon the existing system. As the Secretary of State points out, the Commissioners in their letter of 14th January 1882, laid down the principle by which they themselves must be necessarily guided, viz., "that the age of admis-" sion to the Civil Service in India ought to be determined according to " the results of experience in India." Hence, as Viscount Cross states in his letter, "as no such results of experience could be shown, nor any " falling off in the efficiency of the men appointed, the same reasons which " had led the Commissioners in 1875 to abstain from giving an opinion " that the age of admission should be lowered prevented them in 1882 " from advising that it should be raised."

The Commissioners do not think that the circumstances under which they are now asked to give an opinion are materially different from those of 1875 and 1882. They cannot find in the letter of the Secretary of State any evidence pointing positively to the fact that there has been a "falling off" in the efficiency of the men appointed since 1878. They observe, indeed, that the balance of official opinion in India is largely in favour of the age being raised to 23; but they are not aware that this opinion has been formed in consequence of an unfavourable estimate of the candidates selected under the existing regulations, or from a comparison between the candidates selected between 1855 and 1859—the years when the maximum age was 23—and those selected since 1878,—the year when the age was lowered to 19.

The Secretary of State further points out that four Viceroys of India have expressed an opinion adverse to the existing system.

It is unnecessary for the Commissioners to state that they fully appreciate the weight and authority of such a judgment. But as they are not furnished with the reasons which led three of the four viceroys to this conclusion, they are unable to decide how far it was formed in consequence of the proved inefficiency of the candidates selected since 1878. Lord Ripon, the fourth of the viceroys referred to, desired that the limits of age should be 19–21, and gave as the reason for his recommendation:—"that the regulations of 1876, by which the upper limit of " age was reduced from 21 to 19 have failed to attain the objects for " which they were introduced; that so far as European candidates are " concerned, the education which they now receive is fundamentally " different from that which was contemplated when the system of open " competition was first established, and is much less well calculated to " bring into the Indian Civil Service the kind of men with whom it is " most desirable that it should be filled." On this, the Commissioners observe that Lord Ripon did not recommend that the age should be raised to 23, the maximum age fixed when the system of open competition was first established, nor did he apparently mention the reasons for the reduction of the age from 23 to 22, and afterwards to 21, nor the fact that the reason for fixing in 1876 the age at 19, was the desire almost universally expressed in India that the candidates should have some period of University association; while the upper limit of 21, then

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existing, made it yearly a rarer occurrence for candidates to have such association at all. Candidates selected at 19, and having only two years afterwards at the University, might compare ill with the University graduates selected in the early days of the competition, but well with those who had little or no University training. Nor do the Commissioners find in Lord Ripon's opinion any positive statement that the men selected since 1878 have proved inefficient.

Finally they observe that the Secretary of State in Council, judging from the evidence before him, is not inclined to draw a stronger conclusion as to the relative merits of the candidates selected before and after 1878 than "that the candidates appointed since 1878 have shown as a rule, no superiority to their predecessors."

As far as the Commissioners have been able to form a judgment from personal observation and experience, they have not been unfavourably impressed with the young men selected under the present regulations. During the probationary period they have found that the work has been generally well performed, and that it affords evidence of a satisfactory growth in the mental power of the candidates. Sir Andrew Clark, in a letter addressed to the Commissioners and published in their report for the past year, has also given a good account of the health of the candidates whom he has examined since 1878.*

Taking into account the absence of positive evidence that the existing system has entirely failed to attain its object, coupling this with the fact of the extreme difficulty admitted on all sides of forming a conclusive judgment as to the best age of selecting candidates for India; and looking further to the deliberation with which the existing Regulations were framed, to the educational changes they have produced at the public schools and in the Universities, to the very considerable expenditure which has been incurred to meet the requirements now in force, and lastly, to the uncertainty of the consequence of any alteration in the age, the Commissioners are unable to undertake the responsibility of advising in favour of raising the age from 19 to 23.

They observe, however, that the Secretary of State in Council is himself disposed to raise the the upper limit of age to 23 on the ground that the efficiency of English Officers of the Covenanted Civil Service in India "would not be diminished and might be increased" by such a step, and they conceive that he may desire to have their opinion as to the probable effects of the change in "securing candidates trained in the "best and highest form of English education." As the limits of age would henceforth be identical with those adopted when the open competition was first instituted, it is doubtless hoped with Lord Macaulay's Committee "that among the successful competitors will frequently be "young men who have obtained the highest honours of Oxford and "Cambridge." In the early days of the competition Lord Macaulay's anticipation was to a large extent justified. But, in the opinion of the Commissioners it would be unsafe to rely with confidence on a repetition of this experience in the event of the original limits of age being restored. It is to be remembered that when the system of open competition was first introduced the University candidates had practically a monopoly of the examination, for not only did the age suit them, but they were exposed to only a feeble competition from candidates who had been specially prepared for this examination. But the system of special preparation has now been very greatly developed, and in all the larger competitive examinations conducted by the Civil Service Commissioners

* *See* pp. xiv and xv of the 33rd Report of the Civil Service Commissioners.

a considerable number of the successful candidates are men who have been specially trained for them. The class of University candidates whom the Secretary of State in Council no doubt desires to secure, viz., those who read to obtain honours in one of the final schools at the great Universities, would have to compete against able men who have given their whole time and thought to preparing themselves exclusively for the Indian competitive examination.

The Commissioners are nevertheless very far from thinking that the University candidates would, on that account, necessarily find themselves at a disadvantage in the competition. They think, on the contrary, that the thorough and systematic knowledge of his subjects acquired by an able man, who studies with a view to success in a particular competitive examination may be more than matched by the greater independence and grasp of mind obtained by a man of equal intelligence who has graduated with high honours in such a school, for example, as the *Literæ Humaniores* at Oxford. And in this opinion they are confirmed by the fact that a large proportion of the successful candidates in the Class I. examinations for the Home Civil Service are University men. Looking to the principle of equality, essential to open competition, the Commissioners could not, with propriety consider the interests of candidates trained at any one place of education apart from those of candidates trained at another. But on the same principle, they hold that a scheme of examination intended to test the intellectual qualities of candidates "trained in the best and highest form of English education" should be made to comprehend all suitable subjects of a general and liberal nature embraced in the course of university studies, and, if the age were raised, they would be prepared to review the existing scheme with the object of bringing it into complete correspondence with this educational standard in respect both of subjects and marks. Beyond this the success of University candidates in the examination would probably depend to a great extent on the facilities afforded to them by the Universities and Colleges themselves. Were the Colleges, for example, to allow their scholars who, at some late stage in their University career, might desire to study specially for the Indian Examination, to retain their emoluments; or should the Universities be disposed to make any special educational arrangements for those who, concurrently with the study required for an ordinary pass degree, wished from the first to devote their time to reading for the Indian Examination, great inducements would no doubt be offered to possible or intending Indian Candidates to proceed to a University. And, assuming such a favourable combination of circumstances, the Commissioners think it by no means impossible that a class of more highly educated officers (who had also had the advantage of University associations) might be obtained for the Indian Civil Service by raising the maximum limit of age to 23, than is procurable under the existing system.

(2.) As regards the particular details connected with the raising of the age, to which the Secretary of State refers:—

(*a.*) Assuming 23 to be fixed as the upper limit of age, 21 would, in the judgment of the Commissioners, be preferable to 19 as the lower limit. There would in the former case be less inducement to candidates to enter upon a protracted period of special preparation, and many who, if the lower limit were 19, might hesitate between the University and a course of special preparation, would if the age were 21, decide in favour of the former, determining to put off their choice of a profession till they had tested their powers in the first Public Examination at Oxford or Cambridge.

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(*b.*) As regards the admission of candidates from the British Colonies to the competitive examination, the Commissioners concur in the opinion expressed by the Secretary of State in Council that young colonists would probably be encouraged to become competitors for admission to the Indian Civil Service if the limits of age were raised as proposed.

(*c.*) On the question of the scheme of probation to be adopted in the event of an alteration in the existing system of competition, the Commissioners will be prepared to offer an opinion whenever they are informed of the resolution ultimately arrived at by the Secretary of State in Council with regard to the age fixed for the competition and the age at which Candidates must proceed to India.

(*d.*) With reference to the question whether the maxima of marks allotted to Sanskrit and Arabic are adequate, I am to observe that, as pointed out in the letter from this Board of the 16th March 1875,* the maxima for these and other subjects were originally fixed by Lord Macaulay's Committee, and have since been reconsidered from time to time, not with the desire to encourage or discourage any particular methods of education, but solely with the view to assign to the several subjects such relative values as might represent approximately the relative amounts of ability and industry likely to be bestowed on those subjects by the candidates who present themselves. The marks actually obtained in Sanskrit and Arabic indicate that the candidates, so far, have generally found the papers somewhat beyond their powers. But on the whole the Commissioners think that the questions of the relative value to be attached to Sanskrit and Arabic as subjects of examination, and of the standard of examination to be adopted in these subjects, may be best considered with other changes in the scheme of examination which an alteration in the limits of age may render necessary.

(*e.*) As regards the question of limiting the number of subjects which each candidate should be allowed to take up, it had been the intention of the Commissioners, had the present regulations as to age remained unaltered, to suggest to the Secretary of State in Council the propriety of prescribing such a limitation. They think it would have been expedient, provided the candidates were still recruited from school; for in their opinion it is undesirable to allow boys the discretion of taking up more subjects than they can properly master, while at the same time this liberty imposes a grave difficulty in respect of instruction on the schools where the candidates are trained. But this consideration does not apply to the case of young men of 22 or 23, whose course of education is practically finished, nor to the instruction which these can receive at the Universities, where all the subjects named in the scheme of examination may be studied. On the whole the Commissioners are strongly of opinion that if the age be raised to 23, the views expressed by Lord Macaulay's Committee should be adhered to and that full liberty in the choice of subjects should be left to the candidates. Experience shows that the conditions requisite for success in the examination practically restrict the candidates to an average of seven subjects each, and the Commissioners think that this number is not greater than young men of 23 can satisfactorily master.

When the limits of age shall have been finally fixed the Commissioners will be prepared to state the changes in the scheme of examination which in their opinion are required.

I have, &c.

* Printed at pp. 642–5 of the Appendix to the 27th Report of the Civil Service Commissioners.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 30th August 1889.

I AM directed by the Secretary of State for India in Council to acknowledge the receipt of Mr. Humphreys' letter of the 19th instant, on the subject of the proposed change in the system under which candidates are admitted to compete for the Indian Civil Service.

After a careful consideration of its contents, his Lordship has decided that the maximum limit of age shall be fixed at 23, and the minimum limit at 21.

Viscount Cross observes that on the greater number of points of detail raised in Mr. Godley's letter of the 24th July the Commissioners reserve their opinion until they shall be in possession of his Lordship's final decision as to the limit of age. He now, therefore, invites them to favour him as soon as they conveniently can with their views as to the measures which the proposed change will render necessary or advisable.

The Commissioners refer to the hope expressed by Lord Macaulay's Committee that "among the successful candidates will frequently be "young men who have obtained the highest honours at Oxford and "Cambridge." Viscount Cross trusts that under the new system this hope may be realised; and as he understands that the time of year now fixed for the annual examination would be specially unfavourable to this class of candidates, he suggests, for the consideration of the Commissioners, that it may be advisable to hold the examination somewhat later in the year.

In view of the proposed changes, the age of the candidates should not exceed 23 years, or fall short of 21 on the first day of the month within which the competitive examination commences; and the successful candidates should reach India before the 31st of December of the year following that in which the examination is held.

I am also directed to request that the Commissioners will inform his Lordship what is the earliest date at which, in their opinion, the proposed change may be carried into effect, due regard being had to the interests of those who are now preparing themselves for the competition.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 11th November 1889.

ADVERTING to your letter of the 30th August last, I am directed by the Civil Service Commissioners to request that you will inform the Secretary of State for India in Council that they have given their most careful consideration to the important questions regarding the system of admission into the Indian Civil Service which have been raised in consequence of the decision of the Secretary of State in Council to change the maximum limit of age for the candidates at the competitive examination from 19 to 23.

These questions relate partly to the character of the competitive examination and partly to the system of probation.

I. With regard to the effect which the raising of the age should produce in the character of the competitive examination the Commissioners have, in the first place, considered whether the best and highest form of English education can be better tested than by the scheme of examination which has been in force since 1855. And after giving

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their closest attention to other schemes which have been suggested to them, considering, on the one hand, that by the Act of 1858 the selection of candidates has to be decided by open competition, and, on the other, that the form of the best and highest education has not been defined while the greatest variety prevails in the systems adopted in the chief places of English education, they have come to the conclusion that it would be inexpedient to alter the general character of the existing system of examination.

This scheme is recommended by the consideration not only that it has held the field since the competition was first instituted, but that it has proved itself capable of adaptation to the changes which have from time to time been made in the age of the candidates, and that it has never provoked any serious complaint on the part of teachers. The history of the origin and development of the scheme shows it to have been the intention of the committee by whom it was framed—an intention which has always been kept in view by the Commissioners—(1) that it should comprehend all subjects usually included in what is called a liberal education, and (2) that complete discretion should be allowed to candidates to present themselves in whatever of the specified subjects they may select. Assuming that the scheme remains unaltered in the first of these respects, it has next to be considered what modifications are needed to bring it into harmony with the new educational conditions created by the alteration in the age of the candidates. And, first, with regard to the subjects to be comprised and the marks to be assigned to each, the Commissioners direct me to enclose an amended scheme showing the changes which, in their opinion, are required. From this it will be seen:—

(*a.*) That the Commissioners propose to restore the marks originally assigned to Latin and Greek, both of which stand on an equality in the main course of education at Oxford and Cambridge.

(*b.*) That they extend the scope of the subject of history, making it comprehend, besides English history, both ancient and modern history, in the latter of which they propose to include a paper on the history of India. They think that this alteration is desirable as regards history generally in view of the great attention bestowed upon the study at the Universities, and as regards Indian history, because, as will presently appear, they recommend that it shall be no longer included among the studies prescribed as obligatory during the period of probation. To each branch of the subject they assign 500 marks.

(*c.*) That they restrict English composition to an essay, and assign it 500 marks. They recommend this change considering that with young men who have completed their education the power of writing a good essay is one of the best tests that can be offered of intelligence and capacity.

(*d.*) That they assign 500 marks to English literature, recommending that the subject should include a study of the language.

(*e.*) That they include in the scheme the general principles of law and jurisprudence, assigning to each of the subjects specified 500 marks. This branch of science now forms a final school in each of the Universities of Oxford and Cambridge, and may, therefore, fairly be included within a scheme of studies representing a liberal education.

(*f.*) That they have assigned to political philosophy with political economy and to logic with moral science each 500 marks in consideration of the extension of scope in these subjects, and of the greater labour which will be bestowed upon them under the new regulations.

(*g.*) That they have raised the marks obtainable in mathematics to 2,000, and have assigned to each of the sciences specified in the scheme

500 marks without limiting the number of sciences that may be taken. They have made this alteration in consideration of the fact that those who aim at high distinction in these sciences will probably have had less time than other candidates to turn their attention to other branches of study, and that no candidate unless possessed of the highest scientific capacity will be able to present himself in more than three of the natural sciences with any prospect of obtaining marks.

(*h.*) That they propose to give to Sanskrit and Arabic 600 marks each. In making this change they have borne in mind the recommendation in the report of the Public Service Commission (India) and the fact that, though these Oriental languages cannot be said to present to the candidates most likely to study them the same difficulties as are encountered by the students of Latin and Greek, they are nevertheless the classical languages of the East, and provide opportunities of mental culture analogous to those afforded by the literatures of Greece and Rome.

(*i.*) That they have removed Italian from the list of modern languages as being a subject which, from the comparative easiness of the language, is too often taken up merely to obtain marks.

As regards the second principle governing the existing scheme of examination the Commissioners, reverting to the passage in your letter of July 24th, in which you "draw attention to the number of subjects which each candidate should be allowed to take up," desire me to remind you that the question was fully considered when Lord Macaulay's scheme was first framed, and that it has from time to time formed the subject of discussion between the India Office and this Commission. The intention of Lord Macaulay's Committee is expressed in the following passage of their report:—

"It is, of course, not to be expected that any man of 22 will have made considerable proficiency in all the subjects of examination. An excellent mathematician will often have little Greek, and an excellent Greek scholar will be entirely ignorant of French and Italian. Nothing can be farther from our wish than to hold out premiums for knowledge of wide surface and of small depth. We are of opinion that a candidate ought to be allowed no credit at all for taking up a subject in which he is a mere smatterer. Profound and accurate acquaintance with a single language ought to tell more than bad translations and themes in six languages. A single paper which shows that the writer thoroughly understands the principles of the differential calculus ought to tell more than 20 superficial and incorrect answers about chemistry, botany, mineralogy, logic, and English history."

In comparing with each other the various methods by which it seemed possible to carry out the intentions of Lord Macaulay's Committee, the Civil Service Commissioners, it is almost needless to say, gave full consideration to the advantages offered by the method of limitation. On the whole, however, after careful deliberation, it was resolved to set aside this method in favour of one by which a certain number of the marks actually made by each candidate was disallowed in every subject except mathematics, and on this latter principle the examination has been conducted since 1865.

No serious objection, as far as the Commissioners are aware, has been hitherto raised against this system of marking, but now that the change in the limits of age renders it probable that many of the candidates will be men who have completed a University course, it seems desirable to consider whether the principle will place such candidates at any disadvantage in the examination. The Commissioners understand that no University candidate would find a difficulty in presenting himself in six subjects of the proposed scheme corresponding with the studies of

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the ordinary curriculum, and to these the majority of candidates from Oxford or Cambridge would, in all probability, be able to add one modern language.

The average number of subjects taken by the candidates between the years 1855 and 1864, the period when the age of competition opened the examination to graduates of Oxford and Cambridge, was 6·92. The average number of subjects necessary to bring a candidate on to the successful list was within the same period 4·75; so that it should be plainly possible for an Oxford first classman, for example, to present himself at the examination with every prospect of success, and with the marks on $2\frac{1}{4}$, or at least $1\frac{1}{4}$, subjects to spare. Or, if the subject be viewed in another light, it would be possible for an Oxford first classman, choosing from the proposed scheme the six subjects with which his reading would have made him familiar, to score, when all deductions were made, about 3,000 marks The average number of marks of the successful candidates ranges between 2,300 and 1,500; so that unless the Oxford candidate failed to obtain half marks on his papers (a contingency which, in the case of a really able man, need hardly be taken into account) he would be sure of success. On the other hand, if candidates were only allowed to take a limited number of subjects, it is obvious that this system might operate to the disadvantage of men who had taken double honours at their University, or who might be able to add to the subject prescribed for any one school in the University course a thorough knowledge of French and German. The system is open to the further objection that it would tempt teachers to present all their pupils in the most highly marked subjects without regard to th differing capacities of individual students.

As regards the actual working of the existing scheme the following figures may be interesting, as showing that the Class I. Scheme of Examination, coupled with the high upper limit of age (24), seems to suit the English Universities, and especially Oxford, and if the Indian Civil Service Scheme appears less favourable to the Universities in its operation, the difference is probably due mainly to the lower age of the candidates at the latter examination.

Previous Education, University or otherwise, of Candidates for Class I. and Indian Civil Service.

	Class I.	I.C.S.
	204 Candidates who took first 12 places in 17 Competitions, 1877 to 1886. (Age 24).	320 Candidates who took first 40 places in 8 years, 1858 to 1865.* (Age 22).
	Per cent.	Per cent.
Oxford	46½	22
Cambridge	22	15
Scotch Universities	2½	10
Irish Universities	4	24
Non-University	25	29
Total	100	100

* The years 1855, 1856, 1857, are not included because the Civil Service Commissioners have no record of previous education for them, the years 1866 onwards are omitted because the age being then lowered to 21 and afterwards 19, the figures would be less instructive for purposes of comparison.

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As a rule, the Oxford and Cambridge men who compete for Class I. enter for examination without interruption to their University studies. Very few of them appear to have recourse to special preparation in London; amongst those who contribute to the figures in the left-hand column are many scholars of their colleges and honours men who prefer to remain at the University.

II. Turning to the subject of probation very difficult questions appear to be raised in consequence of the change in the age of the candidates, and the Commissioners think that to form a right judgment between the various solutions of these difficulties that suggest themselves it is necessary to keep in view the history of the existing system of probation.

Before the introduction of the system of open competition the education of Indian Civil Servants was conducted at the College of Haileybury, where the general education and special education of the students proceeded at the same time.

After the introduction of the new system, and in consequence of the report of Lord Macaulay's Committee, the education of the selected candidates at Haileybury was arranged on an entirely new principle. The committee reported: "It seems to us that from the moment at "which the successful candidates, whom we will now call probationers, "have been set apart as persons who will in all probability have to "bear a part in the Government of India, they should give their whole "minds to the duties of their new position. They must now be con-"sidered as having finished their general education, and as having finished "it with honour; their serious studies must henceforth be such as have a "special tendency to fit them for their calling."

The Committee accordingly recommended that the studies in the probationary period should consist of four subjects. In the first place they ranked Indian history and geography; in the second, the general principles of jurisprudence; in the third, political economy; and in the fourth, the vernacular languages of India. They recommended that the period of probation, which was to be passed at Haileybury should not be less than one year, nor more than two years, but they evidently considered that the probationary education in vernacular languages would have to be completed after the Civil Servant's arrival in India.

Haileybury College was soon afterwards discontinued as a place of education for selected Indian Civil Servants, and in 1855–6–7 the selected candidates, owing to the special circumstances of the time, passed out to India without having undergone any further examination.

In 1858 the scheme of Lord Macaulay's Committee was partially adopted, a brief period of probation in England being prescribed to be followed by an examination in a limited range of subjects. In the next year the term of probation in England was lengthened to one year, and the four subjects recommended by Lord Macaulay's Committee were prescribed as obligatory for the second examination. An allowance of 100*l.* was made to each selected candidate to assist him in the prosecution of his studies.

At the end of his first year's probation the selected candidate was ordered, after passing the required examination in England, to proceed within three months to India, where he received further instruction in law, and in the vernacular languages, and was obliged to pass certain examinations in the Presidency towns before he was allowed to join his appointment. This system continued in operation till the year 1864 when it was decided that the examinations in the Presidency towns should be abolished, and that the preliminary training of the selected candidates should be completed in this country. A period of two years

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was allowed to the candidates to prepare for their final examination, and an additional allowance of 200*l.* was granted to cover the expenses of the second year. At the same time the maximum age for admission to the competitive examination was lowered from 22 to 21. No change in principle was made in the character of the studies required during the probationary period, but a system of half-yearly examinations was instituted with a view of securing from the selected candidates continuous application to the subjects in which they were receiving instruction.

In 1878 the age for admission to the competitive examination was still further reduced from 21 to 19, and the payment of the allowance of 300*l.* to the selected candidates was made conditional on their spending the two years of probation at some university or college approved by the Secretary of State.

The probationary subjects of examination remain unchanged in principle, except that the subject of Oriental languages was divided into two branches, viz., classical and vernacular, and that at the final examination candidates were permitted to take up a specified branch of natural science.

From this account it will be seen that since the system of probation has been definitely fixed it has been characterised by two main features: (1) it has extended over a period of never less than two years; (2) the range of studies prescribed for it has remained the same in the midst of the various changes made in the age of selection. Moreover, it appears that of these studies two, viz., Political Economy and Indian History, are mainly useful as educational instruments; while the other two, viz., Law and Oriental Languages, are absolutely necessary to prepare the Selected Civil Servant for the functions he will have to discharge.

It is at once manifest that the recent decision of the Secretary of State in Council that the selected candidate shall reach India before the 31st of December in the year following that in which the examination is held raises questions which must materially affect the existing system of probation.

First. Is it still considered indispensable that the selected candidates shall undergo, as hitherto, two years' preparation before joining their appointment?

If the answer to this question be in the affirmative, it is plain (assuming the decision of the Secretary of State in Council to be final) that as the selected candidates will have barely 12 months in this country between the date at which the result of the competition is announced and the date at which it will be necessary for them to leave England, the latter part of their probation must be completed in India. This would involve a return to the system in force before 1865, when the probationers after passing their first examinations in England were further educated and examined in the Presidency towns. The Commissioners, however, deem it improbable that this course will commend itself to the judgment of the Secretary of State in Council. Should this supposition be correct, and should it be considered advisable that the period of probation should be completed in this country, the question would then arise whether it is possible with only 12 months' study in England to prepare adequately the selected Civil Servant for the official work that awaits him in India. This is a point for the most anxious consideration, and one, the Commissioners think, on which a satisfactory judgment can only be formed by those who are practically acquainted with Indian administration. They will confine themselves, therefore, on the assumption that the question is decided in the affirmative, to pointing out for the consideration of the Secretary of State in

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Council the alternative views which might be held with regard to the future system of probation.

On the one hand it may be urged that, in spite of the limited time that can be devoted to it, it is expedient to preserve as much as possible of the original character of probation. Should this view be preferred, it would appear advisable to make law and Oriental languages obligatory studies as at present, and to allow political economy and Indian history to be taken optionally at the final examination or merely to be encouraged with prizes. On the other hand, it may be argued that the more purely educational, or less strictly professional, studies are no longer of the same paramount importance as in the days of Lord Macaulay. So essential to the probationers did a knowledge of Indian history appear to the Committee over which Lord Macaulay presided that they gave it the foremost place of all the subjects to be studied, and they regarded the subject of political economy as superior in importance to the study of the vernacular languages which they thought could be best acquired by actual practice in India. This view of the matter was probably formed from a consideration of the circumstances under which a servant of the East India Company had to discharge his duties, when greater responsibility rested on the individual officer and when it was, therefore, of the highest importance that every probationer should acquire such a knowledge of native manners and institutions as would enable him to judge correctly of the character of those over whom he had to exercise authority. But it may be, perhaps, assumed that, in the Imperial Civil Service, where a stricter supervision is exercised over subordinate officers, the young civilian will learn his work by degrees under the control of his immediate superior, so that a knowledge of the principles of political economy and of Indian history, however desirable for the cultivation of his intelligence, will not be indispensable to him for the efficient discharge of his duties. It will be seen also that the Commissioners propose to give adequate encouragement to modern history and political economy in the competitive examination, and since both these subjects are taught with great thoroughness at the universities, it may be hoped that a considerable number of the selected candidates will have included in their general education much of the knowledge which is now acquired during the probationary period.

In this view of the question it might be desirable, setting aside all purely educational considerations, to regard probation as a period during which the selected candidates should receive such instruction as might best fit them for active work as soon as possible after their arrival in India, in which case it would probably be expedient to drop political economy and Indian history out of the course altogether and to confine the attention of the probationers exclusively to law and Oriental languages.

In either case the Commissioners, looking to the change in the age of the candidates and in the extent of the probationary period, think that an alteration should be made in the existing system whereby seniority in the service is determined by the order in which the candidates stand at the final examination, and that under the new regulations this seniority should be fixed by the order obtained from the combined marks of each successful candidate in the competitive and final examinations.

The Commissioners of course refrain from making any specific recommendations with regard to the future range of probationary studies until they shall be informed of the course which the Secretary of State in Council may be pleased to adopt with regard to probation as a whole.

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As regards the date of the competitive examination under the new regulations, the Commissioners would suggest August for the consideration of the Secretary of State in Council. They would further venture to suggest for his consideration, in view of the age at which many candidates finish their University course, the expediency of determining the limits of age at the competitive examination by the 1st January as at present, or, if there should be objections to this date, by the 1st of April of the year in which the competition is held. As to the date when the new regulations shall come into force they think that the interests of a large number of intending candidates under the existing system would obviously be injuriously affected if the alteration in the limits of age were made before 1892; while, considering the early age at which many candidates now begin to prepare for the competition and the fact that, in consequence of the lower limit of age being raised to 21, many candidates under the existing system will, if they fail, be deprived for two years of another opportunity of competing, they would gladly see the introduction of the new system postponed till 1893.

I have, &c.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 14th November 1889.

WITH reference to your letter of the 11th instant, I am directed by the Secretary of State for India in Council to transmit for the information of the Civil Service Commissioners copy of a notice which has been sent this day to the London newspapers, &c., announcing that the new regulations for the competition for the Civil Service of India will come into force in the year 1892, and that the 1st of April is to be taken as the date governing the limits of age of the candidates thenceforward.

I have, &c.

ENCLOSURE.

INDIAN CIVIL SERVICE.

THE Secretary of State for India in Council gives notice that the competition for the Indian Civil Service in 1892 and subsequent years will be open to all persons, otherwise qualified under the Regulations, whose age is above 21 years and below 23 years on the 1st of April in the year in which the competition takes place. The examination will probably be held somewhat later in the year than is generally the case under the present system. Public notice will be given as soon as possible of any further changes in the Regulations which may be considered necessary.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 9th December 1889.

I AM directed by the Secretary of State for India in Council to acknowledge the receipt of your letter of the 11th ultimo, which is now under the consideration of his Lordship.

Pending his decision as to the regulations to be laid down for the Indian Civil Service competition in 1892 and thereafter, I am desired

to observe that under the head of "Natural Science" the Commissioners give the following list of subjects:—

1. Chemistry.
2. Electricity and magnetism.
3. Heat and light.
4. Botany.
5. Zoology.
6. Geology and mineralogy.

His Lordship has received from members of the teaching bodies at Oxford and Cambridge respectively letters on the subject of the new regulations, in which the subjects under the head of Natural Science are divided and defined as follows:—

Oxford.

1. Chemistry.
2. Physics.
3. Zoology (including animal physiology).
4. Botany (including vegetable physiology).
5. Geology, palæontology, and mineralogy.

Cambridge.

1. Elementary chemistry and physics.
2. Chemistry (including crystallography and descriptive mineralogy).
3. Physics (properties of matter, sound, light and heat, electricity and magnetism, and the physical properties of crystals).
4. Physiology.
5. Zoology.
6. Botany.
7. Geology.

Another letter has been received, from persons specially interested in the study of natural science at Oxford, in which the subjects are arranged as follows:—

1. Physics.
2. Chemistry.
3. Zoology, that is, the natural history and comparative anatomy of animals.
4. Animal physiology.
5. Botany (including the morphology and physiology of plants).
6. Geology (including mineralogy and palæontology).

As this question of classification would appear to be not unimportant, Viscount Cross would be obliged if the Commissioners would inform him whether, after considering these alternative lists, they see any reason to modify the classification which they adopted in their letter of the 11th ultimo or to give a fuller definition of any of the subjects.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 8th January 1890.

I AM directed by the Civil Service Commissioners to acknowledge your letter of the 9th December last, and, in reply, to state, for

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the information of Viscount Cross, that, having given their best consideration to the three schemes which your letter contained, and having consulted some of the gentlemen accustomed to assist them in scientific examinations, the Commissioners propose, if Viscount Cross concurs, to adopt the following division and valuation of the natural sciences:—

Subjects.	Maxima.
(1.) Elementary chemistry and elementary physics (N.B.—This subject may not be taken up by those who offer either higher chemistry or higher physics.)	500
(2.) Higher chemistry	500
(3.) Higher physics	500
(4.) Geology	500
(5.) Botany	500
(6.) Zoology	500
(7.) Animal physiology	500

It will be seen that this arrangement coincides with the plan submitted from Cambridge, and in respect of the independent position of animal physiology agrees with one of the plans submitted from Oxford.

The Commissioners have been induced to recognise elementary chemistry and physics as a separate head by the consideration that a knowledge of the elements of these subjects is an indispensable basis for the satisfactory study of the remaining natural sciences.

It will be observed that an elementary knowledge of either subject will only enable a candidate to obtain half the maximum that may be obtained by greater proficiency.

The Commissioners have been induced to recognise animal physiology as a separate head from zoology in deference to the concurrent authority of the Universities, which, by establishing separate professorships in these subjects, agree in testifying to the great development that they have undergone in recent years.

I have, &c.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 5th June 1890.

I AM directed by Viscount Cross to state, for the consideration of the Civil Service Commissioners, the conclusions at which the Secretary of State in Council has arrived on the proposed changes in the system of admission into the Civil Service of India dealt with in Mr. Poste's letters of the 11th November and the 8th January last.

The second of the above-mentioned letters refers exclusively to the natural science portion of the examination at the open competition, and I am to say that Lord Cross approves of the classification of the subjects of natural science which it suggests. As regards the proposal in Mr. Poste's earlier letter to place no restriction on the number of the branches of natural science that may be taken up, Lord Cross would prefer that the number should be limited to three. The Commissioners base their recommendation that there should be no limit on the consideration that those who aim at high distinction in these branches of natural science will probably have had less time than other candidates to turn their attention to a variety of subjects of study, and that no candidate, unless possessed of the highest scientific capacity, will be

able to present himself in more than three of the natural sciences with any prospect of obtaining marks. Lord Cross, however, inclines to think that full recognition will be given to natural science, without at the same time giving it undue preponderance in comparison with other subjects, if a gross value of 600 marks be assigned to each branch and the number of branches which may be taken up be limited to three.

The Civil Service Commissioners (in the letter of 11th November last) propose to assign 600 marks each to Sanskrit and Arabic instead of the 500 marks allowed under the existing system. The Government of India, however, referring to the recommendations contained in the 63rd paragraph of the Report of the Indian Public Service Commission, were of opinion not only that the existing scale of marks in regard to Sanskrit and Arabic fairly represents the educational value of the languages as compared with the other subjects which it is open to candidates to select, and should therefore remain unaltered, but that the examination in these subjects should be materially increased in strictness and the standard of knowledge in regard to them raised. They further declared that they considered it to be conclusively proved that, as the examination is now conducted, it is far easier to obtain high marks in Sanskrit and in Arabic than in either Latin or Greek; and that, even as regards English candidates *inter se*, the present arrangements in regard to Oriental classics are calculated to give an advantage in favour of the less deserving. In view of the opinions thus expressed by the Government of India, Lord Cross thinks it desirable that the gross value of the marks assigned to Sanskrit and Arabic should remain 500 as at present, and that the examination should in each case embrace a knowledge of the literature of the language.

The Commissioners propose to assign 2,000 marks to mathematics (1,000 to "lower" and 1,000 to "higher" mathematics) instead of 1,000 to "pure and mixed" mathematics as at present. In view of the fact that no deduction is made from the marks allotted to this subject, Lord Cross would prefer to assign 900 marks to mathematics (pure and mixed) and 900 to advanced mathematics, a definition of "advanced" subjects intended to secure a really high standard of work under the latter head being included in the Regulations. His Lordship thinks it important to provide, as far as possible, that no candidate who is not a first-rate mathematician should be able to obtain any considerable number of marks under this head.

The Commissioners propose to assign 500 marks to ancient history and 500 to logic and moral science. Lord Cross is of opinion that these numbers are scarcely sufficient to give a value to these subjects corresponding to the extent to which they are now studied at the chief Universities of the United Kingdom. He would rather recognise mental and moral philosophy (ancient and modern) as distinct subjects giving 400 marks to each, and allot 400 each to Greek and Roman history. The subjects would then appear in the Regulations as follows:—

	Marks.
Greek History (including constitution) - - -	400
Roman History (including constitution) - -	400
Logic and Mental philosophy (ancient and modern) -	400
Moral philosophy (ancient and modern) - -	400

The Commissioners propose to assign 500 marks to Analytical Jurisprudence and Roman law, and 500 marks to English law.

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Lord Cross is inclined to think that the marks proposed to be assigned are scarcely sufficient for so important a group of studies. He would prefer to divide the subject of law into three heads, and assign marks as follows:—

	Marks.
Analytical Jurisprudence and Roman Law	500
English Law (viz., law of contract, criminal law, law of evidence, and law of the Constitution)	500
Political Science (including the early history of institutions and theory of legislation)	500

As regards probation, Lord Cross is of opinion that for present purposes it must be considered as limited to the one year during which the selected candidates remain in this country. After a careful consideration of the suggestions of the Civil Service Commissioners, and after consultation with the Government of India, Lord Cross considers (subject to any recommendation that the Civil Service Commissioners may make) that the subjects studied by the candidates during their probation and the value assigned to each should be as follows:—

Compulsory—

	Marks.
1. Indian Penal Code and Criminal Procedure Code, 1882	500
2. The principal vernacular of the province to which the candidate is assigned	400
3. Indian History	400

Optional (not more than two of these subjects)—

(1) The Code of Civil Procedure, 1882, and the Indian Law of Contract, 1872	450
(2) Hindu and Mohammedan law	350
(3) Sanskrit	400
(4) Arabic	400
(5) Persian	400
(6) Political Economy	400

Lord Cross concurs in the opinion of the Civil Service Commissioners that an alteration should be made in the existing system whereby seniority in the Service is determined by the order in which the candidates stand on the results of the final examination only, and he thinks that the seniority should be fixed by the results obtained from the combined marks of the competitive and final examinations.

A deduction should be made from the marks obtained in each subject in the final examination as is done with regard to each, except English composition and mathematics, in the competitive examination.

I am to say that Lord Cross authorises the Civil Service Commissioners to announce that under the new system an allowance of 100*l.* will be paid to each selected candidate on successfully completing his year of probation under conditions the same as those at present governing the payment of allowances to selected candidates.

Lord Cross, accepting a recommendation of the Government of India, is of opinion that, as the candidates who will be selected in 1892 will be older than those selected in 1891, and as all will alike complete their term of probation in 1893, the certificates of fitness finally granted by the Civil Service Commissioners in 1893 to the candidates selected in 1892 should bear an earlier date than those granted to the men selected in 1891. Should this suggestion meet with the approval of the Civil

Service Commissioners, it will no doubt be deemed advisable by them to give notice of it in issuing the Regulations for the open competition to be held next year. CIVIL SERVICE OF INDIA.

In conclusion, I am to enclose a copy of the complete scheme for the open competitive examination which Lord Cross proposes to adopt, and to say that as regards the suggestions in Mr. Poste's letter of the 11th of November last, to which no reference has been made in this letter or in my letter of the 14th of November last, Lord Cross concurs in the views of the Civil Service Commissioners. Revision of Regulations.

I have, &c.

ENCLOSURE.

INDIAN CIVIL SERVICE EXAMINATION—PROPOSED SCHEME.

N.B.—In this scheme it is assumed that 100 marks will (as at present) be deducted from the marks of each candidate in every subject except Mathematics and English Composition.

		Marks.
French Language and Literature		500
German ditto, dittto		500
English ditto, ditto (including special period to be named by the Commissioners)		500
Sanskrit Language and Literature		500
Arabic ditto, ditto		500
English Composition		500
Greek Language and Literature		750
Latin ditto, ditto		750
*Mathematics (pure and applied)		900
†Advanced Mathematical subjects (pure and applied)		900
Natural Science, *i.e.*, any *three* of the following subjects:—		
Elementary Chemistry and Elemetary Physics	600	1,800
(N.B. This subject may not be taken up by those who offer either Higher Chemistry or Higher Physics.)		
Higher Chemistry	600	
Higher Physics	600	
Geology	600	
Botany	600	
Zoology	600	
Animal Physiology	600	
English History		500
Greek History (Ancient, including Constitution)		400
Roman History (ditto, ditto)		400
General Modern History (period to be selected by candidates from list issued by Commissioners, one period to include a paper on Indian History)		500
Political Economy and Economic History		500
Logic and Mental Philosophy (Ancient and Modern)		400

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* Under this head, *Pure Mathematics* include:—Algebra.—Trigonometry.—Geometry (Euclid and Conics).—Analytical Geometry of two dimensions (portions to be defined).—Differential and Integral Calculus (Elementary). *Applied Mathematics* include:—Statics, without use of Differential and Integral Calculus.—Dynamics of Particle, without ditto.—Hydrostatics, without ditto.—Plane Optics, without ditto.

† Under this head, *Pure Mathematics* include:—Theory of Equations and Higher Algebra.—Differential and Integral Calculus.—Differential Equations.—Analytical Geometry.—(*a*) of two dimensions advanced; (*b*) of three dimensions. *Applied Mathematics* include:—Statics, higher portions, including Attractions.—Particle Dynamics, with Differential Calculus.—Rigid Dynamics, with ditto.—Hydrostatics, with ditto.—Plane Optics, with ditto.—Astronomy, Plane and Physical, the latter portion being limited so as to exclude Planetary Theory and higher parts of Lunar Theory.

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	Marks.
Moral Philosophy (Ancient and Modern) - - - - -	400
Analytical Jurisprudence and Roman Law - - - - -	500
*English Law - - - - - - - - -	500
Political Science (including the Early History of Institutions and Theory of Legislation) - - - - - - - - -	500

The Director of Examinations, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 13th June 1890.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 5th instant, stating the conclusions at which the Secretary of State in Council has arrived on the changes in the system of admission to the Civil Service of India, and in particular respecting the new scheme of competition, and the studies of the selected candidates during the probationary period.

In reply, I am to express the satisfaction of the Commissioners that, in defining the various subjects of examination and apportioning marks to them, Viscount Cross has adhered to the principle that the various branches of University education should be treated as of approximately equal importance, and to state that the Commissioners readily accept the modifications of the scheme proposed by them which his Lordship suggests, and will take steps at once to embody them, and the other points mentioned in your letter, in new regulations which they will submit for his approbation.

They would only observe, in reference to the division of the subject of Law into three branches with a maximum of 500 for each, that the contents of these branches would perhaps be more equal if Analytical Jurisprudence were separated from Roman Law in the first division, and conjoined with the Early History of Institutions and the Theory of Legislation in the third. They think, that is, that the study of Roman Law would prove as laborious to the student as the combined study of Bentham, Austin, and Maine, whose works, or some of them, are the principal authorities on the Theory of Legislation, Analytical Jurisprudence, and the Early History of Institutions.

With regard to the course of studies suggested by the Secretary of State in Council for the probationary period, the Commissioners will make arrangements for giving it effect. They think it right, however, to express the apprehensions which they themselves feel, in view of the short period of study which will be left to the successful candidates before their departure for India, that, by the inclusion of Indian History among the subjects prescribed as obligatory, an excessive task will be imposed upon the probationers, and that they may consequently enter upon their duties with less freshness of mind and body than is desirable. The Commissioners would further observe, as the result of their experience, that under the existing regulations, the examination passed by the probationers in Indian History contrasts unfavourably with the proficiency they exhibit in other subjects.

As respects the list of optional subjects, the Commissioners would only suggest for the consideration of Viscount Cross whether, having regard to the urgent importance of linguistic attainments, it might not be

* Viz., Law of Contract, Criminal Law, Law of Evidence, and Law of the Constitution.

desirable to include in the list the second vernacular language of each Presidency.

I have, &c.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 18th June 1890.

I AM directed to acknowledge the receipt of Mr. Poste's letter of the 13th instant, on the subject of the new scheme of competition for admission to the Civil Service of India, and the studies of selected candidates during the probationary period.

In reply, I am desired to say that Viscount Cross approves of the suggestions made by the Civil Service Commissioners as regards separating Analytical Jurisprudence from Roman Law, and adding it to the Early History of Institutions, &c.

As regards making Indian History an optional instead of an obligatory subject of study for probationers, Viscount Cross is not prepared to differ from the view which the Government of India have expressed that some knowledge of this subject should be required from all candidates. He would, however, in deference to the opinion of the Commissioners, confine the scope of the examination to the "History of British India," and would allot to it no more than 300 marks.

With reference to the suggestion that the list of optional subjects (for probationers) should include the second vernacular language of each Presidency, I am to say that, after mature consideration, Lord Cross does not think it advisable to make the proposed alteration.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 25th June 1890.

WITH reference to your letter of the 18th instant, I am directed by the Civil Service Commissioners to request that you will submit for the consideration of the Secretary of State for India in Council, the enclosed draft of regulations* for the open competition for the Civil Service of India to be held in 1892, embodying the various modifications which have been sanctioned by him in the correspondence which has already taken place on the subject.

I have, &c.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 1st July 1890.

I AM directed by Viscount Cross to acknowledge the receipt of Mr. Poste's letter of the 25th ultimo, enclosing, for his consideration, a draft of regulations for the Open Competition for the Civil Service of India to be held in 1892.

In reply, I am to return the draft with a few slight alterations shown in red ink, subject to which the Secretary of State in Council approves the regulations.

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* These regulations, as finally settled, are printed at page 37.

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His Lordship desires me to add that the schedule of marks has been sanctioned by him on the understanding that the Commissioners will, until further notice, continue their practice of deducting 100 from the marks of each candidate in every subject except English composition and mathematics. His Lordship has no wish to interfere with the discretion of the Commissioners in this matter; but as the practical effect of any alteration of this practice would be to alter the relative values of the various subjects he requests that he may be consulted beforehand with regard to any change contemplated by the Commissioners.

His Lordship requests also that the Commissioners will have the goodness to take such steps as may seem to them advisable for making known their intention as to the deduction of marks, so as to prevent any misconception on the part of the public as to the effect of the new schedule of marks.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 8th July 1890.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 1st instant returning the draft of Regulations for the Open Competition for the Civil Service of India to be held in 1892, and with reference to the remarks contained in the concluding paragraph of that letter,

I am to request that you will point out, for the consideration of the Secretary of State in Council, that the statement in your letter with regard to the Commissioners' practice of deducting marks from all subjects excepting Mathematics and English Composition appears to be based on a certain amount of misconception.

The maxima of marks assigned to each subject of examination have always been regarded in this Commission as representing the amount of labour and ability which a perfect mastery of the subject requires.

It appears, therefore, to be just that a candidate who displays a complete mastery of any subject should be able to obtain the maximum of marks assigned to it in the Regulations; and this contingency is fully provided for in Regulation 5.

The object of Regulation 6 is to prevent candidates from accumulating marks by taking up subjects in which they are mere smatterers.

Various methods of effecting this object have been at different times adopted by the Commissioners at their own discretion, and a full account of the course they have pursued is given in their letter addressed to the India Office on March 16, 1875,* to which I am to request that you will direct Viscount Cross's attention.

It is true that since 1878 (when the upper limit of age was reduced to 19) the practice of the Commissioners has been to deduct 100 marks from every subject except Mathematics and English Composition; but before that year and since 1866 the amount deducted was 125; and now that the limits of age and the schemes of marks have been again altered it is possible that experience may show a corresponding alteration in the amount of the deduction to be expedient.

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* Printed at pages 476 to 526 of the Appendix to the 20th Report of the Civil Service Commissioners.

These circumstances will make it plain that were the Commissioners, as the Secretary of State in Council desires them, to announce beforehand their intention with regard to the deduction, they might find themselves in difficulties.

On the other hand, they would have no objection to announce *after* each examination the number of marks which has on that occasion been deducted, and they trust that Viscount Cross will consider that such an arrangement will adequately secure the end which he has in view.

I have, &c.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 19th July 1890.

IN reply to Mr. Poste's letter of the 9th instant, I am directed by the Secretary of State for India in Council to say that although it appears there has been a misconception in this Department as to the Commissioners' practice of deducting marks from all subjects excepting mathematics and English composition, Viscount Cross is prepared to acquiesce for the present in the proposed arrangement according to which the Commissioners will announce *after* each examination the number of marks which has on that occasion been deducted.

2. I am to add that Lord Cross has taken steps to have the regulations at once laid before Parliament as provided by sec. 32 of stat. 21 & 22 Vict. ch. 106.

I have, &c.

EXAMINATIONS FOR THE CIVIL SERVICE OF INDIA.

REGULATIONS for the OPEN COMPETITION of AUGUST 1892.

N.B.—The Regulations are liable to be altered in future years.

1. On the 1st August 1892 and following days, an examination open to all qualified persons, will be held in London.* Not fewer than 32 persons will be selected, if so many shall be found duly qualified, viz., for the Lower Provinces of Bengal (including Assam); for the Upper Provinces of Bengal (including the Punjab, Oudh, and the Central Provinces); for Burma; for Madras, and for Bombay.†

2. No person will be deemed qualified who shall not satisfy the Civil Service Commissioners :—

(i.) That he is a natural-born subject of Her Majesty.

(ii.) That his age will be above 21 years and under 23 years on the 1st April 1892. [*N.B.—In the case of Natives of India points* (i.) *and* (ii.) *must be certified by the Government of India, or of the Presidency or Province in which the Candidate may have resided.*]

(iii.) That he has no disease, constitutional affection, or bodily infirmity unfitting him, or likely to unfit him, for the Civil Service of India.

(iv.) That he is of good moral character.

3. Should the evidence upon the above points be *primâ facie* satisfactory to the Civil Service Commissioners, the candidate, on payment of the prescribed fee,‡ will be admitted to the examination. The Commissioners may, however, in their discretion at any time prior to the grant of the certificate of qualification hereinafter referred to, institute such further inquiries as they may deem necessary; and if

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* An order for admission to the examination will be sent to each candidate on the 18th July.

† The numbers will be announced hereafter.

‡ The fee (5*l.*) will be payable by means of a special stamp according to instructions which will be communicated to candidates.

CIVIL SERVICE OF INDIA.

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the result of such inquiries, in the case of any candidate, should be unsatisfactory to them in any of the above respects, he will be ineligible for admission to the Civil Service of India, and if already selected, will be removed from the position of a probationer.

4. The open competitive examination will take place only in the following branches of knowledge:—

	Marks.	
French Language and Literature	500	
German ditto, ditto	500	
English ditto, ditto (including special period to be named by the Commissioners)	500	
Sanskrit Language and Literature	500	
Arabic ditto, ditto	500	
English Composition	500	
Greek Language and Literature	750	
Latin ditto, ditto	750	
Mathematics (pure and applied)	900	
Advanced Mathematical subjects (pure and applied)	900	
Natural Science, *i.e.*, any number not exceeding *three* of the following subjects:—		
Elementary Chemistry and Elementary Physics (N.B. This subject may not be taken up by those who offer either Higher Chemistry or Higher Physics.)	600	1,800
Higher Chemistry	600	
Higher Physics	600	
Geology	600	
Botany	600	
Zoology	600	
Animal Physiology	600	
English History	500	
Greek History (Ancient, including Constitution)	400	
Roman History (ditto, ditto)	400	
General Modern History (period to be selected by candidates from list issued by Commissioners, one period at least to include Indian History)	500	
Political Economy and Economic History	500	
Logic and Mental Philosophy (Ancient and Modern)	400	
Moral Philosophy (Ancient and Modern)	400	
Roman Law	500	
English Law, viz.:—Law of Contract.—Criminal Law.—Law of Evidence and Law of the Constitution	500	
Political Science (including Analytical Jurisprudence, the Early History of Institutions, and Theory of Legislation)	500	

Candidates are at liberty to name any or all of these branches of knowledge.* No subjects are obligatory.

5. The merit of the persons examined will be estimated by marks; and the number set opposite to each branch in the preceding regulation denotes the greatest number of marks that can be obtained in respect of it.

6. The marks assigned to candidates in each branch will be subject to such deduction as the Civil Service Commissioners may deem necessary† in order to secure that "a candidate be allowed no credit at all for taking a subject in which he is a mere smatterer."

7. The examination will be conducted on paper and *vivâ voce*, as may be deemed necessary.

8. The marks obtained by each candidate in respect of each of the subjects in which he shall have been examined, will be added up, and the names of the several candidates who shall have obtained, after the deduction above mentioned, a greater aggregate number of marks than any of the remaining candidates, will be set forth in order of merit, and such candidates shall be deemed to be selected candidates for the Civil Service of India, provided they appear to be in other respects duly qualified. Should any of the selected candidates become disqualified, the Secretary of State for India will determine whether the vacancy thus created shall be filled up

* A syllabus, defining in general terms the character of the examination in the various subjects, will be issued, and notice of its appearance given in the "London Gazette."

† Marks assigned in English Composition and Mathematics will be subject to no deduction. Each science will, for the purpose of deduction, be treated as a separate subject.

or not. In the former case, the candidate next in order of merit, and in other respects duly qualified, shall be deemed to be a selected candidate. A candidate entitled to be deemed a selected candidate, but declining to accept the nomination as such, which may be offered to him, will be disqualified for any subsequent competition.

9. Selected candidates before proceeding to India will be on probation for one year, at the end of which time they will be examined, with a view of testing their progress in the following subjects* :—

	Marks.
Compulsory :—	
1. Indian Penal Code and Criminal Procedure Code, 1882	500
2. The principal Vernacular Language of the Province to which the candidate is assigned	400
3. History of British India	300
Optional [Not more than two of these subjects] :—	
1. The Code of Civil Procedure, 1882, and the Indian Law of Contract, 1872	450
2. Hindu and Mahommedan Law	350
†3. Sanskrit	400
†4. Arabic	400
5. Persian	400
†6. Political Economy	400

In this examination, as in the open competition, the merit of the candidates examined will be estimated by marks (which will be subject to deductions in the same way as the marks assigned at the open competition), and the number set opposite to each subject denotes the greatest number of marks that can be obtained in respect of it at any one examination. The examination will be conducted on paper and *viva voce*, as may be deemed necessary. This examination will be held at the close of the year of probation, and will be called the "*Final Examination.*"

10. Candidates will be tested during their probation as to their ability to perform journeys on horseback; and no candidate will be deemed qualified for the Civil Service of India who fails to satisfy the Civil Service Commissioners of his competence in this respect.

11. The selected candidates who, at the final examination, shall be found to have a competent knowledge of the subjects specified in Regulation 9, and who shall have satisfied the Civil Service Commissioners of their eligibility in respect of nationality, age, health, character, and ability to ride, shall be certified by the said Commissioners to be entitled to be appointed to the Civil Service of India, provided they shall comply with the regulations in force, at the time, for that Service.

12. Persons desirous to be admitted as candidates, must apply on forms, which may be obtained from "The Secretary, Civil Service Commission, London, S.W.," at any time after the 1st December 1891. The forms must be returned so as to be received at the office of the Civil Service Commissioners on or before 31st May 1892.‡

The Civil Service Commissioners are authorised by the Secretary of State for India in Council to make the following announcements :—

(1.) *Selected candidates will ordinarily be permitted to choose, according to the order in which they stand in the list resulting from the Open Competition, so long as a choice remains, the Presidency (and in Bengal the Division of the Presidency) to which they shall be appointed; but this choice will be subject to any other arrangement which the Secretary of State, or the Government of India may deem necessary.*§

(2.) *Selected candidates will be required to report their arrival in India within such period after the grant of their certificate of qualification as the Secretary of State may in each case direct.*

(3.) *The seniority in the Civil Service of India of the selected candidates will be determined according to the order in which they stand on the list*

* A syllabus, showing the extent of the examination, will be issued to the successful candidates as soon as possible after the result of the open competition is declared.

† These subjects may not be offered by any candidate who has offered them at the previous examination.

‡ These forms should be accompanied by evidence on the points mentioned in Regulation 2, and by a list of the subjects in which the candidate desires to be examined. Evidence of health and character must bear date not earlier than 1st May 1892. Applications for leave to alter or add to the list of subjects named will not be entertained unless received on or before the 5th July.

§ This choice must be exercised immediately after the result of the Open Competition is announced on such day as may be fixed by the Civil Service Commissioners.

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resulting from the combined marks of the Open Competitive and final examinations. Candidates selected under these regulations in 1892 *will, in view of the alteration in the limits of age, have seniority over the candidates selected under the previous regulations in* 1891.

(4.) *An allowance amounting to* 100*l. will be given to all candidates who pass their probation at one of the Universities or Colleges which have been approved by the Secretary of State, viz., the Universities of Oxford, Cambridge, Dublin, Glasgow, Edinburgh, St. Andrew's, and Aberdeen; University College, London; and King's College, London, provided such candidates shall have passed the final examination to the satisfaction of the Civil Service Commissioners, and shall have complied with such rules as may be laid down for the guidance of selected candidates.*

Candidates are not permitted to migrate from the University originally chosen by them to another University without first applying to the India Office for the permission, and receiving the sanction of the Secretary of State, who will not entertain such applications unless good and sufficient reasons are assigned.

(5.) *The allowance of* 100*l. will not be paid to any selected candidate until he has been certified by the Civil Service Commissioners to be entitled to be appointed to the Civil Service of India; and every certificated candidate must, before receiving his allowance, attend at the India Office and enter into an agreement binding himself amongst other things to refund in certain cases the amount of his allowance in the event of his failing to proceed to India. A surety will be required.*

(6.) *All candidates obtaining certificates will be also required to enter into covenants by which, amongst other things, they will bind themselves to agree to such regulations for the provision of pensions for their families as may be approved by the Secretary of State for India in Council. The stamps payable on these covenants amount to* 1*l.*

(7.) *Candidates rejected at the final examination of* 1893 *will in no case be allowed to present themselves for re-examination.*

APPENDIX.

STATISTICS.

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TABLE A.	Number of Cases dealt with between 1st January and 31st December 1889	41
„ B.	Number and Particulars of Competitions disposed of between 1st January and 31st December 1889	53
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TABLE A.—Showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1889, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given: After Open Competition or Open Selection. Under Scheme I.	For whom Certificates were given: After Open Competition or Open Selection. For Lower Division.	For whom Certificates were given: After Open Competition or Open Selection. Under Special Regulations.	For whom Certificates were given: After Nomination.	For whom Certificates were given: Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
TOTALS OF ALL THE DEPARTMENTS.	26,193	4,985	809	19,216	1,183	1,789	34	158	39	83	1,166	2,556	1,836	8,891	1,520	-	115	773	3,409	123	3,702
PRELIMINARY EXAMINATIONS FOR OPEN COMPETITIONS:—																					
Admiralty: — Draughtsman, Works Department - -	6	-	-	6	-	-	-	-	-	1	-	2	3	-	-	-	-	-	-	-	-
Works, Office of:—Third Class Assistant Surveyor - -																					
Admiralty:—Accountant Clerk, Outports, Works Department.	3	-	-	3	-	-	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-
Colonial Office:—Eastern Cadet -	52	-	-	52	-	3	-	-	-	-	-	5	44	-	-	-	-	-	-	-	-
Post Office:—Female Clerk -	935	-	-	935	-	61	-	-	-	-	-	478	396	-	-	-	-	-	-	-	-
Science and Art:—Junior Assistant, Art.	22	-	-	22	-	1	-	-	-	-	-	13	8	-	-	-	-	-	-	-	-
Supreme Court (Ireland):—Clerk	95	-	-	95	-	35	-	-	-	-	-	22	38	-	-	-	-	-	-	-	-
War Office:—Assistant Surveyor, Royal Engineer Department.	38	-	-	38	-	5	-	-	-	6	-	15	12	-	-	-	-	-	-	-	-
War Office:—Assistant to Professor of Chemistry, Royal Military Academy.	9	-	-	9	-	4	-	-	-	-	-	1	4	-	-	-	-	-	-	-	-
OPEN COMPETITIONS UNDER SCHEME I.	4	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4
LOWER DIVISION:—																					
Competition of Boy Clerks for Men Clerkships.	147	-	-	147	-	2	-	-	-	-	-	-	-	125	-	-	20	-	-	-	-

Candidates proposed for appointment under Clause VII. of the Order in Council of 4 June 1870.	23	23	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	16	2
Open Competitions for Boy Clerkships.	1,202	-	-	1,202	-	109	1	1	-	-	-	-	-	996	-	-	95	-	-	-	-
TEMPORARY BOY COPYISTS -	1,101	-	-	-	1,101	116	1	-	-	-	699	-	-	-	-	-	-	284	-	-	1
TEMPORARY BOY MESSENGERS -	82	-	-	-	82	13	1	-	-	-	3	-	-	-	-	-	-	54	-	-	11
COMBINED COMPETITION:—																					
Admiralty, Draughtsman at Outports (Works Department) - / Office of Works, Assistant Surveyor.	8	-	-	8	-	3	-	-	-	-	-	-	-	3	-	-	-	2	-	-	-
ADMIRALTY:—																					
Accountant Clerk, Outports, Works Department.	16	-	-	16	-	1	-	-	-	-	-	-	-	13	-	-	-	2	-	-	-
Draughtsman, Hydrographical Department.	7	-	-	7	-	1	-	-	-	-	-	-	-	4	-	-	-	2	-	-	-
Pensioner Writer - - -	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	5
Boy Writer - - - -	5	5	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	1	-	2
Pensioner Messenger - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Assistant Constructor, Second Class.	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
Assistant Constructor, Third Class.	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
Dockyard Chief Draughtsman	2	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-
Do. Surveyor of Stores	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Do. Assistant to Expense Account Officer.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Do. Electrician - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Do. Officers for Promotion.	61	-	61	-	-	7	-	-	-	-	-	-	-	-	54	-	-	-	-	-	-
Do. Writer - -	14	1	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	12
Do. Timekeeper - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Do. Artificer - -	28	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	28	-	-
Do. and Victualling Yard Apprentice.	331	8	-	323	-	6	-	-	3	-	3	-	-	224	95	-	-	-	-	-	-
Junior Assistant Master, Keyham T.S.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Temporary Demonstrator, Keyham T.S.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Drawing Master, "Britannia" -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Second Drawing Master, "Britannia."	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Naval Hospitals:—Nurse -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Naval Prisons:—Warder -	2	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-
Do. Assistant Warder.	5	5	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	4	-	-

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1889, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given				Yet to appear, or still under Consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
																Under Scheme I.	For Lower Division.	Under Special Regulations.			
BRITISH MUSEUM:—																					
Assistant	11	-	11	-	-	1	-	-	-	-	-	-	-	5	-	-	-	-	5	-	-
Attendant	11	11	-	-	-	2	-	1	-	-	1	-	-	-	-	-	-	-	7	-	-
Boy Attendant	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-
BROADMOOR CRIMINAL LUNATIC ASYLUM:—																					
First Class Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Assistant Attendant	9	9	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	8	-	-
Female Attendant	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-
CHELSEA HOSPITAL:—																					
Nurse	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-
Matron	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
CHIEF SECRETARY'S OFFICE (IRELAND):—																					
Clerk, Higher Division	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Messenger	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
Temporary Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
COLLECTOR GENERAL OF RATES, DUBLIN:—																					
Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
COLONIAL OFFICE:—																					
Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
COLONIAL SERVICES:																					
Eastern Cadet	61	-	-	61	-	11	-	2	-	-	-	-	-	36	-	-	-	11	-	-	1
Clerk, Jamaica Civil Service	27	-	-	27	-	-	-	-	-	-	-	-	-	-	27	-	-	-	-	-	-

COMMONS, HOUSE OF:—																						
Clerk	6		6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6
Messenger	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-
Cleaner	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
CONSTABULARY (ROYAL IRISH):—																						
Cadet	70	-	70	-	-	23	-	7	-	-	-	-	-	31	-	-	-	-	8	-	1	
COUNTY SURVEYORS, IRELAND	19	-	-	19	-	6	-	-	-	4	-	-	-	6	-	-	-	3	-	-	-	
CUSTOMS:—																						
Boatman	150	150	-	-	-	-	5	9	1	11	17	-	-	-	-	-	-	-	87	1	19	
Boy Messenger	58	58	-	-	-	4	1	-	2	-	9	-	-	-	-	-	-	-	41	-	1	
DEEDS REGISTRY (IRELAND):—																						
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
DUNDRUM CENTRAL CRIMINAL LUNATIC ASYLUM:—																						
Attendant	3	3	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	2	-	-	
Kitchen-maid	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
EDUCATION DEPARTMENT (ENGLAND):—																						
Sub-Inspector	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	
Inspector's Assistant	9	9	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	7	-	-	
EXCHEQUER AND AUDIT DEPARTMENT:—																						
Office Keeper	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
ECCLESIASTICAL COMMISSION:—																						
Junior Clerk	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	
FISHERY BOARD (SCOTLAND):—																						
Fishery Officer	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
FOREIGN OFFICE:—																						
Clerk	25	1	24	-	-	2	-	-	-	-	-	-	-	19	-	-	-	-	3	-	1	
Office Keeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
DIPLOMATIC SERVICE:—																						
Clerk and Attaché, for Examination in Public Law.	10	10	-	-	-	1	-	-	-	-	6	-	-	-	1	-	-	-	-	-	2	
Clerk at Legation	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Constable at Legation	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
CONSULAR SERVICE:—																						
Consul	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Vice-Consul	8	8	-	-	-	-	-	-	-	1	3	-	-	-	-	-	-	-	4	-	-	
Consular Assistant for Examination in Law.	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Chief Usher, Supreme Court, Shanghai.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1889, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given				Yet to appear, or still under Consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
																Under Scheme I.	For Lower Division.	Under Special Regulations.			
HOME OFFICE:—																					
Assistant Inspector of Mines	8	-	8	-	-	1	-	-	-	1	-	-	-	4	-	-	-	-	-	2	-
Inspector of Factories	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
Clerk to Inspector of Factories	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
INDIA, CIVIL SERVICE:—																					
Open Competition of June 1889	241	-	-	241	-	8	-	-	-	-	-	-	-	184	49	-	-	-	-	-	-
Periodical Examinations of Selected Candidates.	140	-	-	140	-	-	-	-	-	-	-	-	-	-	93	-	-	-	-	-	47
Final Examination of Candidates selected in 1887.	46	-	-	46	-	-	-	-	-	-	-	-	-	-	-	-	-	46	-	-	-
INDIA FOREST SERVICE:—																					
Candidates for entry	36	-	36	-	-	6	-	-	-	-	-	-	-	18	12	-	-	-	-	-	-
INLAND REVENUE:																					
Assistant Surveyor of Taxes	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerk, Higher Division	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-
Assistant of Excise	1,010	28	-	982	-	98	-	1	-	-	-	-	-	863	-	-	-	20	-	28	-
Warehouseman	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-
Messenger	4	4	-	-	-	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-
Door Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Preventive Man	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
IRISH LAND COMMISSION:—																					
Messenger	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Investigator of Tithe Rent-charge Liabilities.	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	3
Third Class Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Temporary Housekeeper	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
JUSTICIARY COURT, SCOTLAND:—																					
Assistant Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-

KILMAINHAM HOSPITAL:—																						
Nurse	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
LAND OFFICE:—																						
Temporary Assistant Surveyor	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LAND REGISTRY:—																						
Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Counter or Office Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
LAND REVENUE RECORD OFFICE:—																						
Office Keeper and Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
LOCAL GOVERNMENT BOARD (ENGLAND):—																						
Clerk, Higher Division	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-
Hall Porter	3	3	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-
Messenger	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-
LOCAL GOVERNMENT BOARD (IRELAND):—																						
Clerk, Higher Division	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
LORDS (HOUSE OF):—																						
Messenger (Lord Great Chamberlain's Department)	2	2	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Messenger (Parliament Office)	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Temporary Messenger (Parliament Office)	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
LUNACY BOARD (SCOTLAND):—																						
Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
METROPOLITAN POLICE:—																						
Officers for Promotion	211	211	-	-	-	-	-	-	-	-	58	-	-	-	153	-	-	-	-	-	-	-
METROPOLITAN POLICE COURTS:—																						
Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Usher	2	2	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	1	-	-	-
Assistant Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
METROPOLITAN POLICE, RECEIVER'S OFFICE:—																						
Assistant Clerk	7	4	3	-	-	-	-	-	-	-	2	-	-	2	3	-	-	-	-	-	-	-
Do. Storekeeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
MILITARY EXAMINATIONS:—																						
Preliminary Examinations	4,804	-	-	4,804	-	339	-	-	-	-	-	2,005	1,327	-	-	-	-	-	-	-	1,133	
ROYAL MILITARY ACADEMY AND ROYAL MARINE ARTILLERY:—																						
Candidates for entry	484	-	-	484	-	27	-	-	-	-	-	1	-	336	120	-	-	-	-	-	-	

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1889, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given					Yet to appear, or still under Consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
																Under Scheme I.	For Lower Division.	Under Special Regulations.			
MILITARY EXAMINATIONS—*cont.*																					
ROYAL MILITARY COLLEGE AND ROYAL MARINE LIGHT INFANTRY:—																					
Ordinary Candidates for entry, including those eligible for West India Regiments only.	1,573	-	-	1,573	-	68	-	-	-	14	-	4	-	635	294	-	-	-	-	-	558
University Candidates for entry	69	-	-	69	-	3	-	-	-	1	-	4	-	3	23	-	-	-	-	-	35
Queen's Cadets, &c.	42	42	-	-	-	1	-	-	-	-	-	-	-	7	22	-	-	-	-	-	12
OFFICERS OF AUXILIARY FORCES	281	281	-	-	-	21	-	-	-	-	46	4	3	-	206	-	-	-	-	-	1
ARMY OFFICERS EXAMINED IN MODERN LANGUAGES.	179	179	-	-	-	23	-	-	-	1	10	-	-	-	145	-	-	-	-	-	-
MINT:—																					
Chief Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Artificers and Workmen	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-
Boy Workman	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
MELBOURNE BRANCH:—																					
Clerk	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-
SYDNEY BRANCH:—																					
Assistant Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Workman	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Boy Workman	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
NATIONAL EDUCATION OFFICE (IRELAND):—																					
Inspector	20	-	20	-	-	1	-	-	-	-	-	-	-	10	3	-	-	-	-	-	6
NAVY:—																					
Officers for Examination in Languages.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
Naval Interpreter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1889, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given: After Open Competition or Open Selection: Under Scheme I.	For Lower Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
PUBLIC WORKS LOAN BOARD:—																				
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
PUBLIC WORKS OFFICE (IRELAND):—																				
Gate-keeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
QUEEN'S COLLEGES (IRELAND):—																				
Subordinate Officer	5	5	-	-	-	1	-	-	-	-	3	-	-	-	-	-	-	-	1	-	-
RECORD OFFICE (ENGLAND):—																				
Clerk, Upper Division	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Workman	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
RECORD OFFICE (IRELAND):—																				
Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workman—Searcher	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
REGISTRAR GENERAL'S OFFICE (ENGLAND):—																				
Office Keeper	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
Search Room Attendant	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Boy Messenger	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-
REGISTRAR GENERAL'S OFFICE (IRELAND):—																				
Registrar General	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
REGISTER HOUSE DEPARTMENTS (SCOTLAND):—																				
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-

SCIENCE AND ART DEPARTMENT:—																						
Junior Assistant, Art Branch	9	1	-	8	-	-	-	-	-	-	-	-	-	6	-	-	-	2	-	1	-	
Library Clerk, Dublin Museum of Science.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Assistant Professor, Normal School of Science.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Temporary Assistant Geologist	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Head Master, Dublin Metropolitan School of Art.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Attendant	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	3	
Messenger	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	
Boy Attendant	4	4	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	3	-	-	
SCOTCH EDUCATION DEPARTMENT:—																						
Sub-Inspector	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Inspector's Assistant	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	
STATIONERY OFFICE:—																						
Assistant Examiner of Paper	41	-	41	-	-	19	-	-	-	-	-	-	-	21	-	-	-	-	1	-	-	
SUPERVISION BOARD (SCOTLAND):—																						
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
SUPREME COURT (ENGLAND):—																						
CHANCERY DIVISION:—																						
Third Class Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
PROBATE, DIVORCE, AND ADMIRALTY DIVISION:—																						
Third Class Clerk	4	4	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	2	
Messenger in Marshal's Office	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	
SUPREME COURT (IRELAND):—																						
Junior Clerk	77	2	-	75	-	23	-	-	-	-	1	-	-	51	-	-	-	1	-	1	-	
PROBATE DIVISION:—																						
Courtkeeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
TEMPORARY COMMISSIONS:—																						
Clerks	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	
Messengers	4	4	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	
TRADE, BOARD OF:—																						
Engineer Surveyor	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Sanitary Surveyor	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Official Receiver, Bankruptcy	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
MERCANTILE MARINE OFFICES:—																						
Deputy Superintendent	5	5	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	-	-	-	1	
Clerk	10	-	10	-	-	-	-	-	-	-	-	-	-	7	3	-	-	-	-	-	-	
Temporary Clerk	10	6	4	-	-	-	-	-	-	-	1	-	-	1	7	-	-	-	-	-	1	
Boy Clerk	6	6	-	-	-	-	-	-	-	-	2	-	-	-	4	-	-	-	-	-	-	

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1889, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who were FAILED in Preliminary Examinations.	Who were PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given				Yet to appear, or still under Consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
																Under Scheme I.	For Lower Division.	Under Special Regulations.			
TREASURY:—																					
Accountant	1	1																		1	
Clerk	2	2																		2	
Messenger	1	1																	1		
Crown Receiver, Isle of Man	1	1																		1	
TRINITY HOUSE:—																					
Second Class Clerk	5			5										4	1						
Extra Clerk	5			5		1								3	1						
Boy Clerk	6			6			1			1				3	1						
VALUATION OFFICE (IRELAND):—																					
Assistant Valuer and Surveyor	3	3																		3	
WAR OFFICE:—																					
Assistant Surveyor, Royal Engineer Department.	24			24		4								15				5			
Do., for Examination in Modern Sanitation.	5	5													5						
Assistant to Professor of Chemistry, Royal Military Academy.	8			8		2								5				1			
Mechanical Assistant, Royal Military Academy.	1	1																		1	
Inspector of Cloths, Royal Army Clothing Department.	1	1					1														
Press Keeper	1	1																	1		
Messenger	2	2																	2		
WORKS, OFFICE OF:—																					
Park-keeper	32	32				9	2	1											20		
Gatekeeper	1	1																	1		

TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year from January 1 to December 31, 1889.

(i.)—OPEN COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
COMPETITION OF BOY CLERKS OF THE LOWER DIVISION FOR MEN CLERKSHIPS.	1	20	147	2	145	125	20
OPEN COMPETITIONS FOR BOY CLERKSHIPS OF THE LOWER DIVISION.	2	95	1,202	111	1,091	996	95
COMBINED COMPETITION:—							
Admiralty, Draughtsman at Outports - - - -	1	2	8	3	5	3	2
Office of Works, Assistant Surveyor - - - -							
ADMIRALTY:—							
Accountant Clerk at Outports	2	2	16	1	15	13	2
Draughtsman, Hydrographical Department.	1	2	7	1	6	4	2
Dockyard Apprentice - -	1	91	323	8	315	224	91
COLONIAL SERVICES:—							
Eastern Cadet - - -	1	12	61	13	48	36	12*
Clerk, Jamaica Civil Service -	1	***	27	—	27	—	27
COUNTY SURVEYORS, IRELAND.	1	3	19	10	9	6	3
INDIA CIVIL SERVICE:—							
Open Competition - -	1	49	241	8	233	184	49
Selected Candidates, Periodical Examinations.	2	—	93	—	93	—	93
Selected Candidates, Final Examination.	1	—	46	—	46	—	46
INLAND REVENUE:—							
Assistant of Excise - - -	1	20	982	99	883	863	20
MILITARY EXAMINATIONS:—							
ROYAL MILITARY ACADEMY AND ROYAL MARINE ARTILLERY:—							
Candidates for entry -	2	120	484	27	457	337	120

* For one of these candidates no certificate had been granted up to the 31st December 1889.

*** In this case the number of vacancies was not stated.

TABLE B—(i): OPEN COMPETITIONS—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
MILITARY EXAMINATIONS—*cont.*							
ROYAL MILITARY COLLEGE AND ROYAL MARINE LIGHT INFANTRY:—							
Ordinary Candidates for entry, including those eligible for West India Regiments only.	2	294	1,015	82	933	639	294
University Candidates for entry.	2	23	34	4	30	7	23
NAVY:—							
Engineer Student - -	1	25	183	20	163	138	25
PATENT OFFICE:—							
Draughtsman - - -	1	1	18	7	11	10	1
POST OFFICE:—							
Female Clerk - - -	2	80	758	84	674	594	80*
Male Telegraph Learner (London, Edinburgh, and Dublin).	6	178	1,752	351	1,401	1,223	178†
Female Telegraph Learner (London, Edinburgh, and Dublin).	4	109	2,199	167	2,032	1,923	109‡
Female Sorter - - -	2	44	1,255	82	1,173	1,129	44
SCIENCE AND ART:—							
Junior Assistant, Art - -	1	2	8	—	8	6	2
SUPREME COURT OF JUDICATURE (IRELAND):—							
Clerk - - - - -	1	1	75	23	52	51	1
WAR OFFICE:—							
Assistant Surveyor, Royal Engineer Department.	1	5	24	4	20	15	5
Assistant to Professor of Chemistry, Royal Military Academy.	1	1	8	2	6	5	1

* For 35 of these candidates no certificate had been granted up to the 31st December 1889.
† For 40 of these candidates no certificate had been granted up to the 31st December 1889.
‡ For 23 of these candidates no certificate had been granted up to the 31st December 1889.

TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year from January 1 to December 31, 1889.

(ii.)—LIMITED COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
ADMIRALTY:—							
Artificers for Promotion	10	*	61	7	54	—	54
BRITISH MUSEUM:—							
Assistant	2	2	8	1	7	5	2
CONSTABULARY, ROYAL IRISH:—							
Cadets	2	9	70	30	40	31	9†
FOREIGN OFFICE:—							
Clerk	2	3	24	2	22	19	3‡
HOME OFFICE:—							
Assistant Inspector of Mines	1	2	8	2	6	4	2
INDIA FOREST SERVICE:—							
Candidates for entry	1	12	36	6	30	18	12
METROPOLITAN POLICE:—							
COMMISSIONERS' OFFICE:—							
Officers for Promotion	21	*	211	—	211	58	153
RECEIVER'S OFFICE:—							
Assistant Clerk	1	1	3	—	3	2	1
NATIONAL EDUCATION OFFICE (IRELAND):							
Inspector	2	3	14	1	13	10	3
NAVY:—							
Cadet	3	130	303	57	246	116	130
Assistant Clerk	2	26	153	19	134	108	26
POST OFFICE:—							
Factory Clerk, &c.	1	5	19	3	16	11	5
STATIONERY OFFICE:—							
Assistant Examiner of Paper	1	1	41	19	22	21	1
TRADE, BOARD OF:—							
MERCANTILE MARINE OFFICES:—							
Temporary Clerk	1	8	10	—	10	7	3
CONSULTATIVE BRANCH.							
Temporary Clerk	1	1	2	—	2	1	1
TRINITY HOUSE:—							
Second Class Clerk	1	1	5	—	5	4	1
Extra Clerk	1	1	5	1	4	3	1
Boy Clerk	1	1	6	2	4	3	1

* In these cases the number of vacancies was not stated.
† For one of these candidates no certificate had been granted up to the 31st December 1889.
‡ For one of these candidates no certificate had been granted up to the 31st December 1889.

The following Competitions were in progress on 31st December 1889, but had not been finally disposed of.

Department, &c.	Number of Competitions.	Number of Situations to be competed for.	Number of Competitors.
COMMONS, HOUSE OF:—			
Clerk	1	1	6
INDIA CIVIL SERVICE:—			
Selected Candidates, Periodical Examination.	1	—	47
MILITARY EXAMINATIONS:—			
Royal Military College, Sandhurst:—			
Ordinary Candidates for entry, including those eligible for West India Regiments only.	1*	147	558
University Candidates for entry	1*	12	35
NATIONAL EDUCATION OFFICE (IRELAND):—			
Inspector	1	2	6
POST OFFICE:—			
Female Telegraph Learner (London and Dublin).	2*	Not fewer than 36	932
Female Sorter	1*	12	650

* These were Open Competitions.

Table C.—Comparative Statement of the Cases dealt with, under the Order in Council of 4th June 1870, during the years 1888 and 1889.

	1888.	1889.
Candidates who were passed and certificated	4,148	4,355
„ who were rejected on literary examination	1,413	1,026
„ who were ineligible in respect of age	32	33
„ who were ineligible in respect of health	76	91
„ who were ineligible in respect of character	23	36
„ who were unsuccessful in competition	4,895	6,969
„ who passed preliminary test examinations	401	424
„ who failed in preliminary test examinations	412	513
„ who did not proceed to examination	1,105	1,198
	12,505	14,645

TABLE D.—STATEMENT of PRINCIPAL COMPETITIONS, OPEN AND LIMITED, disposed of in 1888 and 1889.

DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Situations competed for.		Competitors.	
	1888.	1889.	1888.	1889.	1888.	1889.
Under the Order in Council of June 4th, 1870.						
†Men Clerkships, Lower Division	—	1	—	20	—	147
†Boy Clerkships, Lower Division	2	2	124	95	1,628	1,202
†Admiralty:—Accountant Clerk, Outports	—	2	—	2	—	16
†Admiralty:—Draughtsman at Outports	—	1	—	2	—	8
†Office of Works:—Assistant Surveyor						
†Admiralty:—Draughtsman, Hydrographical Department	—	1	—	2	—	7
British Museum:—Assistant	5	2	6	2	45	8
Commons, House of:—Clerk	1	—	1	—	6	—
†Ecclesiastical Commission:—Junior Clerk	1	—	3	—	161	—
Foreign Office:—Clerk	1	2	1	3	10	24
Foreign Office:—Attaché	1	—	5	—	17	—
†Foreign Office:—Student Interpreter	2	—	8	—	80	—
Home Office:—Assistant Inspector of Mines	—	1	—	2	—	8
†Inland Revenue:—Assistant of Excise	—	1	—	20	—	982
Metropolitan Police Courts:—Clerk	1	—	3	—	67	—
†Patent Office:—Draughtsman	—	1	—	1	—	18
Post Office:—Factory Clerk	—	1	—	5	—	19
†Post Office:—Female Clerk	1	2	30	80	507	758
†Post Office:—Telegraph Learner (Male)	4	6	160	178	1,803	1,752
†Post Office:—Telegraph Learner (Female)	3	4	47	109	1,582	2,199
†Post Office:—Female Sorter	—	2	—	44	—	1,255
†Public Works Office, Ireland:—Surveyor of Buildings	2	—	1	—	4	—
†Public Works Office, Ireland:—Assistant Surveyor of Buildings	1	—	1	—	14	—
†Science and Art Department:—Junior Assistant, Art Branch	—	1	—	2	—	8
†Science and Art Department:—Assistant in the Museum of Science and Art, Dublin	1	—	1	—	15	—
†Science and Art Department:—Clerk in the Museum of Science and Art, Edinburgh	2	—	2	—	28	—
Stationery Office:—Assistant Examiner of Paper	—	1	—	1	—	41
†Stationery Office:—Extra Assistant Examiner of Binding	1	—	1	—	11	—
†War Office:—Assistant to Lecturers on Chemistry, &c. at the Royal Artillery College	1	—	1	—	8	—
†War Office:—Assistant Surveyor, Royal Engineer Department	—	1	—	5	—	24
†War Office:—Assistant to Professor of Chemistry, Royal Military Academy	—	1	—	1	—	8

† Competitions marked thus (†) were open competitions.

TABLE D.—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Number of Situations competed for.		Number of Competitors.	
	1888.	1889.	1888.	1889.	1888.	1889.
†Works, Office of:—Junior Examiner	1	—	1	—	28	—
†Works, Office of:—Clerk of Works	1	—	2	—	7	—
Not under the above-mentioned Order.						
†Admiralty:—Apprentice in H.M. Dockyards	1	1	68	91	325	323
†Colonial Services:—						
Eastern Cadet	1	1	9	12	57	61
Clerk, Jamaica Civil Service	1	1	‡	‡	16	27
Constabulary, Royal Irish:—Cadet	4	2	15	9	103	70
†County Surveyor, Ireland	—	1	—	3	—	19
Customs:—Examining Officer	1	—	‡	—	468	—
†India Civil Service	1	1	47	49	246	241
India Forest Service	1	1	12	12	36	36
Irish Lights Commission:—Clerk	1	—	1	—	5	—
Metropolitan Police:—Assistant Clerk, Receiver's Office	—	1	—	1	—	3
Metropolitan Police:—Clerk, Commissioners' Office	2	—	3	—	13	—
Metropolitan Police:—Clerk, Receiver's Office	1	—	1	—	3	—
National Education Office, Ireland:—Inspector	3	2	4	3	20	14
†Royal Military Academy, Woolwich	2	2	140	120	423	484
†Royal Military College, Sandhurst	2	2	254	317	992	1,049
Royal Navy:—Cadet	2	3	101	130	218	303
Royal Navy:—Assistant Clerk	2	2	19	26	140	153
†Royal Navy:—Engineer Student	—	1	—	25	—	183
†Supreme Court of Judicature, Ireland:—Clerk	1	1	1	1	62	75
Trade, Board of:—						
Temporary Clerk in Surveyor's Office	3	—	4	—	13	-
Mercantile Marine Offices:—						
Clerk	—	1	—	3	—	10
Temporary Clerk	1	1	2	1	8	2
Boy Clerk	1	—	1	—	20	—
Trinity House:—						
Second Class Clerk	—	1	—	1	—	5
Clerk, Lower Grade	1	—	1	—	5	—
Extra Clerk	1	1	1	1	6	5
Boy Clerk	1	1	1	1	5	6

† Competitions marked thus (†) were open competitions.
‡ The number of vacancies in these cases was not stated.

TABLE E.—Showing the CAUSES of NON-ACCEPTANCE by DEPARTMENTS of MEN CLERKS and BOY CLERKS assigned to them (1876–1889).

Cause of Non-acceptance.	Men Clerks.	Boy Clerks.
Inefficiency - - - - -	23	28
Offences against official rules, &c. - -	2	2
Health unsatisfactory - - - -	51	59
Character unsatisfactory - - - -	2	1
Age unsatisfactory (too near the higher limit)* -	—	6
„ (too low for special duties) -	1	—
Physical unfitness and carelessness - -	—	1
Inability to take up appointment - - -	2	2
Cause not stated - - - - -	2	—
	83	99

* The inconvenience arising from this cause was explained in our 24th Report.

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THIRTY-FIFTH REPORT

OF

HER MAJESTY'S CIVIL SERVICE COMMISSIONERS,

WITH

APPENDIX.

Presented to both Houses of Parliament by Command of Her Majesty.

Cx d. 8

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THIRTY-FIFTH REPORT.

MAY IT PLEASE YOUR MAJESTY,

WE, Your Majesty's Civil Service Commissioners, humbly offer to Your Majesty this our Thirty-fifth Report, relating to the examinations held under our directions during the year 1890.

The total number of cases dealt with by us in the year 1890 was 24,845,* which may be distributed under the following heads:— Number of cases dealt with in 1890.

I. Cases falling under the Order in Council of June 4th, 1870 - - -			16,133
II. Cases not falling under this Order, viz.:—			
(*a.*) For Home Services - -	1,886		
(*b.*) For Indian Services - -	404		
(*c.*) For Military Services - -	5,697		8,712
(*d.*) For Naval Services - -	581		
(*e.*) For Colonial Services - -	144		
Total - - -			24,845

Compared with the year 1889 these figures show an increase, under head I., of 1,488, and an increase, under head II., of 866, the result in the aggregate being an increase of 2,354.

HOME SERVICES.

During the year under review the results of 96 competitions (excluding the Indian, Military, Naval, and Colonial Services) were announced, of which 30 were Open Competitions. Competitions in 1890.

Competitions for Clerkships of the upper or Class I. grade, for Assistantships of Excise, and for Out-door Officerships of Customs were virtually suspended, and such vacancies as required to be filled immediately were in most cases provided for by transfers or promotions.

During the year three vacancies, usually filled by Open Competition under the Class I. Regulations, were provided for by transfers, five by promotions, and one by the re-appointment of a person who had some years previously left the Service.

Sixteen vacancies among Assistant Surveyors of Taxes were filled by the promotion of Second Division Clerks.

---

* In this and similar statements a candidate who appeared twice (or oftener) is counted as two (or more) candidates.

SECOND DIVISION.

Second Division Clerks (so called since the issue of the Order in Council of the 21st March 1890, which changed the name "Lower Division" to "Second Division") are now employed in 59 Departments.

Open Competitions for Second Division Clerkships, which had been suspended since 1887, were resumed in 1890; and two of such examinations (including competitions under Clause XI. of the Order in Council of 12th February 1876) were held. At these examinations 1,330 candidates competed for 146 appointments.

Number of appointments in the fifteen years 1876–1890.

The entire number of Second Division Clerks appointed since the date (12th February 1876) of the Order in Council which created the Division was, at the end of last year, 3,357; including 677 exceptionally appointed chiefly from the class of Temporary Copyists.

The latter number includes 72 promoted in accordance with the provisions of the Treasury Minute respecting Temporary Copyists mentioned on page v.

Assignments for temporary duty.

The number of Second Division Clerks assigned during the year 1890 for temporary duty was 12.

Transfers.

Forty-seven Clerks were transferred from one Department to another in 1890. Sixteen of these 47 had previously been made redundant in the offices from which they were transferred. The entire number of such transfers since the Order in Council of February 1876 is 406.

Probation.

There was one case last year of the rejection of a Clerk on probation. Out of the whole number who have been admitted on probation, 84 have been rejected, of whom 62 were allowed further trials, which, so far as is at present known, have in no case proved unsatisfactory. The reasons for the rejections are given in detail at p. 38 of the Appendix.

Choice amongst Departments.

Under the rule laid down in 1884, by which Second Division Clerks are allowed to name the Departments in which they would prefer to serve, it was found to be possible last year to give effect to these preferences in 62 cases. In 10 other cases, however, it was necessary to disregard them in order to meet the exigencies of the Public Service. No Clerk, however, has been forced to serve in any particular Department unless all above him on the list had declined to serve there.

Boy Clerks.

Two examinations for Boy Clerkships were held in 1890. The number of boys to be selected was 222; and 1,498 candidates presented themselves. The aggregate numbers for the fifteen years, 1876–1890, were 12,959 candidates and 1,603 vacancies. Of these 12,959, however, 6,631 failed to show a competent proficiency in the obligatory subjects, handwriting, spelling, and arithmetic; so that the number of qualified competitors was reduced to 6,325, or nearly four for every vacancy.

Probation of Boy Clerks.

Eight Boy Clerks were returned to us last year as having failed to pass their probation, five of whom have since been assigned to other Departments. The grounds of rejection were inefficiency in one case, in the others unsatisfactory health.

In all 101 Boy Clerks have been rejected on probation, of whom 84 have been allowed a fresh trial in other Departments; the remainder have either resigned or have been removed from the list as unfit for the Service generally.

Competitions for technical appointments.

Of the 30 Open Competitions for the Home Service, the results of which were announced during the year, six were for situations of a professional or technical character, open only to persons who had undergone a certain amount of previous technical training, as explained in our twenty-ninth Report.

Competitions for non-technical appointments.

Of the 24 non-technical competitions, 13 were for appointments in the Post Office. In nine of these 13, 4,385 female candidates entered themselves for 270 situations; and in four, 1,153 boys competed for 140 situations.

Post Office appointments.

These figures show that the average number of female candidates competing for each situation, which was 27 in 1888, and had fallen in 1889 to 18, had further fallen to 16 in 1890.

Temporary Copyists. Men.

The total number of Men Copyists on the Register on the 31st December last was 911; and the number in actual employment, as nearly as can be stated, 891.

Bonus and gratuity.

In pursuance of the provisions of the Minute issued by the Lords of the Treasury in December 1886, allowing bonus and gratuity under certain conditions to be paid to Copyists, we have paid in the course of the year in all 1,164 bonuses amounting to 4,767*l.*, and gratuities in 55 cases amounting to 3,506*l.*

Boy Copyists.

The number of Boy Copyists added to the Register in 1890, after passing the prescribed examination, was 387; the number of candidates from whom they were selected having been 1,097. Besides the above, 33 were registered in virtue of the rule enabling successful candidates at examinations for Boy Clerkships to serve as Boy Copyists pending their appointment as Boy Clerks. During the same period the number of withdrawals and removals was 275. The total number on the Register at the end of the year was 804, and the number serving 705.

Clause VII. of the Order in Council of 4 June 1870.

The number of applications made to us in 1890, for the grant of certificates under the exceptional provisions of Clause VII. of the Order in Council of 4th June 1870 amounted to 358. This clause has now been used in 2,468 cases altogether; in the great majority of which examination has been wholly dispensed with. Certificates have been granted in 2,294 cases, and refused in 68.

INDIAN SERVICES.

Civil Service of India.

The annual open competition for the Civil Service of India took place early in June 1890. Forty-five appointments, subsequently increased to forty-seven, were offered, which were distributed as follows amongst the several Presidencies, &c.:—

North-West Provinces, Punjab, Oudh, and Central Provinces	17

Bengal, Lower Provinces, including Assam -	10
Madras - - - - -	6
Bombay - - - - -	6
Burma - - - - -	8

The number of competitors was 205, or less than five for each vacancy.

In July 46 candidates who had completed their two years' term of probation in this country came up for their final examination. With one exception, that of a candidate who was disqualified in the literary examination, all of these candidates were pronounced duly qualified for admission to the Civil Service of India.

The correspondence on the subject of the omission of Italian from the new Regulations for the Open Competition of 1892 will be found on pp. 16–18 of the Appendix to this Report.

India Forest Department.

The annual examination for the Forest Service of India was held in June. Forty candidates attended, of whom the required number, viz., fifteen, were selected for admission to Cooper's Hill College.

MILITARY SERVICES.

Military Preliminary Examinations.

Four Preliminary Examinations for the Army were held during the year 1890, viz., in March, June, September, and December. Of the 3,590 candidates who entered, 1,237 passed the examination, and 750 of the remainder passed in not less than three of the prescribed subjects, thereby securing exemption from re-examination in those subjects, as provided for under present Regulations.

Royal Military College.

Two "Further" Examinations were held as usual in the year for Cadetships in the Royal Military College. In the summer 465, and in the winter 641, candidates competed; the number of cadetships offered on each occasion being 147 (of which 125 were for infantry, 15 for cavalry, and 7 for West India regiments). In addition, 54 University candidates competed during the year for 24 Cadetships, and 25 candidates were examined, of whom 17 passed, as Queen's Cadets or Queen's Indian Cadets.

Royal Marine Light Infantry.

Besides the Sandhurst Cadetships eight commissions in the Royal Marine Light Infantry were offered by the Lords of the Admiralty to the competitors at the June examination; and four similar commissions to candidates who attended the November examination.

Royal Military Academy.

For the Royal Military Academy, Woolwich, two competitive examinations were held. At the June examination 265 competitors presented themselves, but as 116 failed in the obligatory portion of the examination, only 149 qualified candidates competed for the 60 vacancies offered. At the November examination there were 239 candidates, of whom 120 failed to pass the obligatory part of the examination, so that there remained only 119 qualified competitors for the 60 vacancies announced.

Two commissions in the Royal Marine Artillery were offered to the candidates who attended the examination in June. Royal Marine Artillery.

Two examinations were also held (in April and October) for Lieutenants of Militia desirous of qualifying themselves, so far as literary subjects are concerned, for admission to subsequent competitions in military subjects for commissions in the Regular Army. The April examination was attended by 130 candidates, of whom 85 qualified; the October examination by 106 candidates, of whom 74 qualified. Lieutenants of Militia.

During the year also three candidates were examined under the Regulations for the Examination of Officers of the Colonial Local Military Forces for Commissions in the Army, one of whom was successful.

Naval Services.

Two examinations were held in 1890 of boys nominated by the Lords of the Admiralty to compete for Naval Cadetships. At the June examination 127 boys competed for 57 ordinary Cadetships, and at the November examination 121 boys competed for 57 ordinary Cadetships. At the June examination one boy passed the test examination prescribed for "Service" Cadets, *i.e.*, Cadets selected by the Board of Admiralty from sons of meritorious officers in the Army, Navy, or Marines. According to the Admiralty Regulations, a certain number of Cadetships are given annually to sons of gentlemen in the Colonies, on the recommendation of the Secretary of State for the Colonies. Five such cases were decided in the year 1890, but only two candidates passed the qualifying examination, which usually takes place at a Colonial station on board the Admiral's ship, under the superintendence of a chaplain or other officer, examination papers having been sent from this office for the purpose. Naval Cadets.

Two competitions were held in 1890 for Assistant Clerkships in the Navy. At the earlier competition, held in June, 67 boys nominated by the Lords of the Admiralty competed for ten ordinary vacancies, and one boy was subjected to a qualifying examination, which he passed, for the one Clerkship which is reserved annually for sons of officers of the Navy who have distinguished themselves in the Service. At the second examination, held in November, 59 boys, similarly nominated, competed for eleven Assistant Clerkships of the ordinary kind. Assistant Clerkships in the Navy.

Three candidates underwent the preliminary examination for the post of Naval Instructor, one of whom passed. Naval Instructors.

An open competition was held in April for 34 Engineer Studentships in the Navy. The competition was attended by 87 candidates, 37 of whom passed a qualifying examination; but as five of these failed to pass the subsequent medical examination only 32 were appointed. Engineer Students.

Simultaneously with the competitive examination six other candidates nominated by the Lords of the Admiralty were sub-

jected to a qualifying examination for as many studentships, four of whom reached the qualifying standard.

Dockyard Apprentices.

An open competitive examination was held as usual in April for the entry of Apprentices in Her Majesty's Dockyards. There were 331 candidates, of whom 106 passed a qualifying examination, and 95 were admitted.

Colonial Services.

Eastern Cadetships.

An Open Competition for Eastern Cadetships was held in August 1890. Seventy candidates entered their names, and fifty-nine attended the examination, which was for six vacancies, four in the Straits Settlements and two in Hong Kong.

Civil Service of Jamaica.

An examination for the Civil Service of Jamaica was held in that island in 1890, which was attended by 22 candidates.

Fees.

Fees.

The value of the fee stamps presented by candidates at examinations held in the year 1890 was 11,349*l.*, against 8,831*l.* in the previous year.

Syllabuses of Examination.

Syllabuses for the examinations for the Civil Service of India and for Woolwich and Sandhurst.

The primary object of our competitive examinations is to select the best qualified candidates for appointment in the Public Service. In framing schemes of examination applicable to different appointments the special requirements of each Department have first to be considered, and the Order in Council of June 4, 1870, accordingly directs that the rules applicable in each case shall be settled between the Civil Service Commissioners and the authorities of the Department concerned, subject to the approval of the Treasury. While settling these rules to meet the requirements of each case we do not fail to observe that our higher examinations exercise indirectly a considerable influence on the education of the country, and we endeavour, therefore, to secure that the schemes of examination shall follow as far as possible the general lines of education in Universities and Schools and conform to the standards there established, and that in all cases they shall be of a character calculated to encourage sound and liberal methods of preparation.

The working of these principles is illustrated to a certain extent by the Syllabuses (printed in the Appendix to this report) issued to define the character of (*a*) the examination for the Civil Service of India in 1892, and (*b*) the Army Further Examinations in 1892 and following years.

(*a.*) In defining the qualifications to be desired in candidates for the Indian Civil Service the Secretary of State in Council does not prescribe any special acquirements as necessary, but announces generally that it is hoped the examination may attract young men who have received the highest and best education which the country affords. The Syllabus accordingly states that the standard of examination will be identical with that adopted by the principal Universities in all subjects which form part of their regular curriculum; but in subjects which are not generally included in the ordinary University course, such as English literature, while requiring the same high standard of attainment, we reserve to ourselves greater liberty in defining the line of study. We trust that the high standard of the examination, together with the usual precautions which we find it necessary to observe, may prove successful in deterring candidates from presenting themselves in a large number of subjects for the mere purpose of obtaining marks.

(*b.*) In the latter case though the authorities of the War Office regard certain special acquirements (principally in respect of modern languages and drawing) as desirable in candidates for the Army, their main object, in pursuance of the recommendation of the Royal Commission of 1869, is to secure youths who have had a thoroughly well-grounded liberal education, and have enjoyed the other advantages incidental to English school training. In such subjects accordingly as classics and mathematics the schemes for the Army Further Examinations are framed with reference to the long established school curriculum; while in other subjects, where there may be considerable diversity of standard and variety of system, the Syllabus indicates in outline the intended character of the examination. It is hoped that the indications thus afforded will encourage liberal methods of preparation on the part of candidates. Improvement in this respect may also be expected, in the case of modern languages, to result from the change referred to in the correspondence printed on pp. 9 and 10 of the Appendix, by which less weight will be given to the colloquial element in the examination in French and German, while the standard will be assimilated to that adopted in the case of the classical languages.

EXAMINERS.

The following list contains the names of the gentlemen who, under the general superintendence of our Director of Examinations, Mr. Poste, and the Permanent Examiners, Mr. Butler, Mr. Bonar, and Mr. Sargant, assisted us on various occasions during the year in the conduct of our examinations:—

English Language and Literature; Geography; History, &c.—T. Arnold; A. J. Ashton; T. H. Attwater; A. M. Bell; J. F. Blake; R. Booth; Rev. A. Caldecott; A. Cardew; C. W. Chute; Rev. Dr. W. O. Cleave; Lt.-Col. A. M. Delavoye; Professor E.

Dowden; Professor T. H. Eagles; J. G. Fitch; H. R. Francis; Rev. H. B. George; C. J. Griffiths; T. W. Haddon; Dr. Fitzedward Hall; Rev. J. F. Heyes; Rev. J. N. Hoare; J. C. Horobin; H. Johnson; Professor T. Rupert Jones, F.R.S.; Lt.-Col. C. C. King; Professor W. Knight; Rev. E. Ledger; W. Little; R. Lodge; H. E. Malden; Professor J. M. D. Meiklejohn; F. C. Montague; E. Myers; G. K. Paley; H. A. Perry; H. F. Pooley; F. York Powell; F. S. Pulling; Rev. E. W. South; G. F. Stevenson; F. Tillyard; F. C. Walrond; C. Knight Watson; Rev. R. Whiston; P. F. Willert; Rev. C. J. Wynne.

Holy Scripture.—Rev. J. N. Hoare; Rev. W. H. Laverty; Rev. Dr. T. H. L. Leary; Rev. E. Ledger.

Greek and Latin Languages, Literature, and History.—Rev. J. H. Abrahall; T. Arnold; C. W. Chute; Rev. T. Field; Professor A. Goodwin; T. W. Haddon; J. A. Hamilton; Rev. H. A. Holden; Rev. Dr. T. H. L. Leary; Rev. E. Ledger; G. E. Marindin; F. C. Montague; E. Myers; Rev. O. Ogle; Rev. T. L. Papillon; H. A. Perry; J. Y. Sargent; H. W. Simpkinson; Professor R. Y. Tyrrell; Professor G. C. Warr; Rev. R. Whiston.

French.—Professor R. Atkinson; S. Barlet; J. Boiëlle; Henri Bué; A. Cardew; Rev. A. C. Clapin; A. Cogery; Rev. J. Congreve; D. R. de Fontanier; Lt.-Col. A. M. Delavoye; A. Esclangon; A. H. Douglas-Hamilton; Alfred Hamonet; A. Huguenet; Mrs. A. Kühlke; H. W. G. Markheim; H. A. Perry; B. M. Petilleau; H. Tarver; Henri Testard; Henri Van Laun.

German.—Dr. F. Althaus; Professor R. Atkinson; A. H. Douglas-Hamilton; Dr. N. Heinemann; A. A. Macdonell; E. L. Naftel; Dr. E. Oswald; Rev. Dr. J. J. Overbeck; Dr. H. Oskar Sommer; Dr. J. Wallraf; W. Wallraff; H. S. Beresford Webb; H. J. Wolstenholme.

Italian.—Professor R. Atkinson; C. C. Lacaita; Rev. Dr. E. Moore; Signor V. Papucci.

Irish.—Rev. Professor J. Goodman; J. Molloy.

Spanish.—E. Armstrong; Señor Don Pascual de Gayangos.

Portuguese.—Professor A. Peixoto.

Russian.—E. A. Cazalet; R. Michell.

Turkish.—Dr. C. Wells.

Arabic.—Capt. A. M. Mantell; Professor G. F. Nicholl; Rev. A. Tien.

Persian.—Gool Meer Khan; J. T. Platts.

Sanskrit.—Professor E. B. Cowell.

Mathematics, Pure and Mixed.—T. H. Attwater; Maj.-Gen. J. P. Battersby; W. H. Besant, F.R.S.; Rev. J. Bond; Dr. R. Bryant; S. O. Buckmaster; Professor A. S. Butler; Professor M. W. Crofton, F.R.S.; F. Baden Fuller; Professor W. Garnett; Professor H. Hart; J. C. Horobin; E. L. Kearney; Professor

C. J. Lambert; Rev. W. H. Laverty; Rev. E. Ledger; Major P. A. Macmahon, F.R.S.; F. Tillyard; Rev. G. S. Ward; Rev. Dr. H. W. Watson, F.R.S.; Professor B. Williamson.

Chemistry; Electricity and Magnetism; Heat and Light; Geology and Mineralogy; Physics; Physical Geography.—A. M. Bell; Rev. Prof. T. G. Bonney, F.R.S.; Professor A. S. Butler; Professor W. Garnett; W. T. Goolden; Professor T. Rupert Jones, F.R.S.; Lt.-Col. C. C. King; Professor C. J. Lambert; Professor V. B. Lewes; Professor G. D. Liveing, F.R.S.; H. F. Newall; J. J. H. Teall, F.R.S.; Professor S. P. Thompson.

Metallurgy and Assaying.—W. Gowland.

Botany.—Dr. M. T. Masters, F.R.S.

Moral Sciences, Logic, and Political Economy.—S. Alexander; Professor F. Y. Edgeworth; Professor H. S. Foxwell; J. N. Keynes; Professor W. Wallace.

Law and History (Constitutional and Political).—A. J. Ashton; R. Campbell; S. W. Casserley; Rev. H. B. George; F. C. Montague; E. Myers; G. K. Paley; F. York Powell; W. B. Prosser.

Factories and Factory Legislation.—Major W. H. Beadon.

Architecture, Civil Engineering and Surveying, Mechanical Engineering, Practical Geometry, and Geometrical Drawing, &c.—Major A. G. Clayton; Capt. S. D. Cleeve; Professor T. H. Eagles; B. Fletcher, F.R.I.B.A.; Capt. L. C. Jackson; Lt.-Col. C. C. King; Major-Gen. C. E. Luard; W. H. Mills; W. Castle Turner, C.E.; H. Ward, C.E.

Freehand Drawing.—Professor T. H. Eagles; Rev. W. Kingsley.

Book-keeping.—E. E. Humphreys; B. Whishaw.

School Management and Organisation.—J. G. Fitch.

Vocal Music.—Dr. J. F. Bridge.

Practical Farming.—Professor R. Wallace.

Mining.—H. Bauerman.

Sanitary Engineering.—Major-Gen. C. E. Luard; H. Ward, C.E.

Bookbinding.—J. Leighton.

Industrial Arts.—A. Beazeley; Professor T. H. Eagles; E. Myers; J. H. Pollen; J. S. Rawle.

Knowledge of Cloth.—E. G. Latham.

Employed at the Periodical and Final Examinations of the Candidates selected for the Civil Service of India.

Jurisprudence.—Professor E. C. Clark; C. P. Ilbert, C.S.I., C.I.E.

Law of India, &c.—C. P. Ilbert, C.S.I., C.I.E.

Notes of Cases, and Law of Evidence.—Kenelm E. Digby; T. S. Soden.

History and Geography of India.—H. G. Keene, C.I.E.

Political Economy.—W. C. Sidgwick.

Hindustani.—Dr. Fitzedward Hall; J. T. Platts.

Telugu.—L. Forbes.

Hindi.—Dr. Fitzedward Hall.

Bengali.—W. S. Seton-Karr.

Marathi.—Rev. S. D. Bhabha; Rev. Dr. J. Murray Mitchell.

Tamil.—E. W. Bird; Rev. S. Hobbs.

Gujarati.—Rev. S. D. Bhabha, M.D.

Burmese.—Lieut.-General Horace A. Browne.

Sanskrit.—Dr. Fitzedward Hall.

Persian.—E. H. Whinfield.

Agricultural Chemistry.—E. W. Voelcker.

Geology.—P. H. Carpenter, D.Sc., F.R.S.

Botany.—P. H. Carpenter, D.Sc., F.R.S.

Riding.—Lieut.-Col. J. M. Murray, R.H.A.

Superintendent of Examinations in Dublin.—G. Johnstone Stoney, F.R.S.

Superintendent of Examinations in Edinburgh.—Professor G. Baldwin Brown.

All which we humbly submit to Your Majesty's most gracious consideration.

Witness our hands, this seventeenth day of June, one thousand eight hundred and ninety-one.

G. W. DASENT.
W. J. COURTHOPE.

APPENDIX.

CORRESPONDENCE.

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CORRESPONDENCE.

HOME CIVIL SERVICE.

COLONIAL OFFICE.

COLONIAL OFFICE.

The Under Secretary of State, Colonial Office, to the Secretary, Civil Service Commission.

SIR, 28th July 1890.

Oriental languages. [1803.]

I AM directed by the Secretary of State for the Colonies to transmit, for the information of the Civil Service Commissioners, a copy of correspondence between this Department and the Imperial Institute as to permitting modern Oriental languages to be made optional subjects at all preliminary examinations for Oriental appointments under Government.

I have, &c.

ENCLOSURE 1.

Imperial Institute of the United Kingdom, the Colonies, and India,
1, Adam Street, Adelphi, London, W.C.,
11th July 1890.

SIR,

AT a recent meeting of the Committee of Management of the schools for modern Oriental studies, established by the Imperial Institute of the United Kingdom, the Colonies, and India, in connexion with University College and King's College, London, the subject of permitting Oriental languages to be made optional subjects at all preliminary examinations for Oriental appointments under Government was fully discussed, and the following resolution was unanimously passed thereon:—

"That it is desirable for the encouragement of Oriental studies that Oriental languages should be made optional subjects at all preliminary examinations for Oriental appointments under Government, and that such marks should be awarded for proficiency in these languages as would be calculated to encourage candidates for such appointments to take up the study of the languages of countries in which they are likely to be called upon to serve."

In forwarding this resolution for the information of the Secretary of State for the Colonies, I beg leave to invite the consideration of Lord Knutsford of a memorandum which was submitted to the Committee of Management and which forms the basis of their action in this matter.

It is the earnest hope of the Committee of Management that the suggestion embodied in the above resolution may receive the favourable consideration of the Secretary of State.

I have, &c.
(Signed) F. A. ABEL,
Organizing Secretary.

The Under Secretary of State
for the Colonies.

COLONIAL OFFICE.

ENCLOSURE 2 in No. 1.

MEMORANDUM to the COMMITTEE of MANAGEMENT of the SCHOOL for MODERN ORIENTAL STUDIES established by the IMPERIAL INSTITUTE in connexion with languages. UNIVERSITY COLLEGE and KING'S COLLEGE, LONDON.

The Oriental Services are these: —

(1.) Indian Civil Service.
(2.) Ceylon Civil Service.
(3.) The Consular Services in China, Japan, and Siam.
(4.) The Consular Services in Turkey, Persia, and the Levant.
(5.) The Colonial Services in the Straits Settlements and Hong Kong.

Of these, the India Civil Service is the only one at which Oriental languages are admitted even as optional subjects, and the marks awarded to these in that examination are so proportionately inadequate that, as a matter of fact, candidates never take them up, feeling no inclination to embark in so much labour to gain such trifling results.

But in this case it is not of so much importance that candidates should have to pass in Oriental languages at the preliminary examination since the successful candidates are, at present, subsequently compelled to study the principal languages of India at the English Universities for two years before going abroad, and therefore start on their service with a good scientific grounding in the languages which are destined to be the subjects of their future study in India.

No such advantage is accorded to the candidates for the other services. So soon as the men have passed their preliminary examination they are sent straight out to Turkey, Persia, Ceylon, the Straits Settlements, Siam, China, and Japan, without knowing, as far as the examiners are aware, a single word of the languages in which it is their principal duty, at all events for the first few years, to perfect themselves. Hence they have to take up their duties without having had an opportunity of showing whether they possess any capabilities for learning Oriental languages, and without any such linguistic training as might qualify them to gain a scholarly knowledge of the language or languages of the Country to which they are sent.

They are compelled therefore to begin their studies on arriving at their destinations, where they find no European instructors to help them to a sound grammatical knowledge of the languages they are called upon to study; and the result is that they must have recourse only to native instructors, who, whatever else may be advanced in their favour, cannot be said to possess the linguistic knowledge necessary to make sound and satisfactory teachers. As a rule they know nothing of any language but their own, and their scholarship extends only to a lettered knowledge of their native literature. Their attention has probably never been directed towards historical criticism and comparative philology, and therefore, although as exponents of the general meaning of a text as they understand it, they are admirable, they lack the precision necessary to enable them to lay a scholarly foundation of knowledge.

If, however, Oriental languages were made subjects at the preliminary examinations, opportunities would be offered to candidates, which they would have the strongest motive to embrace, of gaining in England a sound substratum of critical knowledge on which they would be able to base their future studies abroad; they would in fact be placed in a position in which Indian civil servants now stand at the time of embarkation.

There would also be another advantage to be derived from the scheme. It would effect a saving in the national expenditure. Thus the accounts of the Student Interpreter Schools at Constantinople and Pekin show that each student in the schools receives a salary of 200*l.* a year; adding to this the cost of his teacher and the prizes awarded the total expenditure on each student amounts to between 350*l.* and 400*l.* per annum. It is not too much to say that if candidates were, as is now proposed, encouraged to pursue such a course of study in England as would enable them to pass the required examinations, one half or nearly one half of this expense would be saved to the Government abroad, whereas no cost whatever would be thrown on the Government at home. All that the Government is asked to do is to award a sufficient number of marks for these languages in the preliminary examinations here, to induce the candidates to take them up.

COLONIAL OFFICE.

Oriental languages.

ENCLOSURE 2.

SIR, Downing Street, 26th July 1890.

I AM directed by Lord Knutsford to acknowledge the receipt of your letter of the 11th instant.

You are aware that his Lordship has already communicated to Colonial Governments, in a circular despatch, the scheme of the school for modern Oriental studies which the Imperial Institute proposes to establish, but as already stated in the letter from this office of the 29th of August last his Lordship is not prepared to admit Oriental languages as an optional subject in the Open Competition for the Ceylon, Hong Kong, and Straits Settlements services.

His Lordship observes that, in the Open Competition for the Indian Civil Service, Oriental languages, as an optional subject, have been marked as high as French and German, and higher than Italian, although he understands that few candidates except those of Indian birth have offered themselves for examination in them. On the other hand, the successful candidates have to undergo a two years' probationary course in this country, during which the study of Oriental languages, including one or more of the languages of the sections of India to which they have been respectively allotted, forms a compulsory part of their training.

At one time the successful candidates for the Colonial Services above referred to were likewise detained for a period in this country for the purpose of official training and the study of Oriental languages, but after full consideration it was, for various reasons, deemed preferable on the whole that they should proceed to their respective Colonies as soon as possible after the Open Competition, and the practice of detaining them in this country was accordingly abandoned. In these Colonies all the necessary facilities are afforded for the due acquisition of the languages spoken, viz., Chinese (the study of which in this country was found to be attended with little or no advantage), Singalese, Tamil, and Malay.

It has been thought best to confine the Open Competition to the staple branches of school and university education, taking steps to ensure subsequently the acquisition of necessary special knowledge. To introduce Oriental languages as an optional subject in that examination might have the effect not only of diverting attention from no less important subjects which cannot afterwards be so readily acquired abroad, but also of attracting attention to subjects which, if the candidate be not successful in the competition, would practically be of no service to him.

I am, &c.

Sir F. Abel. (Signed)

The Secretary, Civil Service Commission, to the Under Secretary of State, Colonial Office.

SIR, 30th July 1890.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 28th instant with enclosures, and to request that you will convey to the Secretary of State their thanks for the opportunity thus afforded them of seeing the correspondence which has passed between the Colonial Office and the organising Secretary of the Imperial Institute on the question of making modern Oriental languages optional subjects at the open competitive examinations held in England for Oriental appointments under Government.

I have, &c.

SCIENCE AND ART DEPARTMENT.

Open Competition for Assistant Keeperships.

SCIENCE AND ART DEPARTMENT.

The Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 14th February 1890.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to state that my Lords will be obliged if you will favour them with your observations upon the proposals, contained in the annexed letter from the Science and Art Department, for filling a vacant Assistant Keepership in the South Kensington Museum by means either of

a limited competition among the junior and technical assistants, or by selection. SCIENCE AND ART DEPARTMENT.

You will observe, from the papers of 1884, that my Lords agreed with reluctance to a similar competition in that year; and, without expressing any opinion as to the requirements of the Museum, my Lords must remark that if the Assistant Keepers are to be usually selected in the manner proposed, the elaborate scheme for Open Competition devised in 1879 would appear to be entirely set aside. Open Competition for Assistant Keeperships.

There is the further objection of increased cost, as the person selected would, as in 1884, enter the class of Assistant Keepers at a rate, probably, a good deal in excess of the minimum prescribed salary (100*l.*).

I am, &c.

ENCLOSURE.

Science and Art Department, South Kensington,
10th February 1890.

SIR,

I AM directed by the Lords of the Committee of Council on Education to state, for the information of the Lords Commissioners of Her Majesty's Treasury, that a vacancy having occurred in the staff of the Assistant Keepers of the South Kensington Museum, their Lordships are desirous of filling it by means of a limited competition among the Junior Assistants and Special and Technical Assistants in the South Kensington Museum, as was done in the case of a similar vacancy in 1884. The reasons which led my Lords to propose this mode of filling the vacancy are fully explained in the Department's letters of the 25th January and 14th March 1884.

The experiment of 1884 was highly successful. The candidates did exceedingly well, and Mr. A.B., previously a Junior Assistant, who obtained the first place, has discharged his duties as an Assistant Keeper most satisfactorily. This manner of filling such vacancies has also the advantage of affording an incentive to the junior staff to carry on their studies.

My Lords trust, therefore, that the Lords Commissioners of Her Majesty's Treasury will either allow the promotion of the second on the list of the 1884 competition—a Junior Assistant who took very high marks in the obligatory art subjects, and who has rendered very efficient service in his present position to the vacancy—or will consent to a limited competition being held among the Junior Assistants and Special and Technical Assistants. If neither of these courses be considered feasible, I am to request that the Lords of the Treasury will be pleased to allow the junior staff in the Museum to enter the competition without restriction as to age, provided they are under 34 years old.

I am, &c.

The Secretary, H.M. Treasury. (Signed) J. F. D. DONNELLY.

The Secretary, Civil Service Commission, to the Secretary to the Treasury.

SIR,

20th February 1890.

I AM directed to acknowledge the receipt of your letter of the 14th instant, with enclosure, requesting the Civil Service Commissioners to state their opinion of the proposals made by the Science and Art Department for filling a vacant Assistant Keepership by means either of a limited competition among the Junior and Technical Assistants or by selection.

As the situation is included in Schedule A. of the Order in Council of 4th June 1870, the Commissioners hold that the rule of competition should be maintained, unless it can be shown to be inapplicable. As their Lordships are aware, appointments have been to various situations of a more technical description than that now under consideration by means of open competition with satisfactory results. It is to be observed, however, that in most cases the maximum limit of age is

SCIENCE AND ART DEPARTMENT.

Open Competition for Assistant Keeperships.

higher than that prescribed for this situation (24): and it appears from the letters of the Science and Art Department of 25th January and 14th March 1884, that the main ground on which the present application is based is the desirability of obtaining persons of the requisite experience and technical knowledge rather than young men from college without experience of Museum work.

If the maximum limit of 24 be maintained, it may be assumed that candidates will be mainly confined to the latter class. But if it be extended to 30, as in the csae of Assistants in the British Museum and of most other technical appointments—with the usual deduction from age for service under clause 4 of the General Regulations—the Commissioners consider that the requirements of the Department could be fully satisfied by means of the competitive scheme. The junior staff of the Department could, in this case, still be admitted to compete, while the Department would have the advantage of a wider choice of candidates who have had a more prolonged training in general education, and have subsequently taken to work of this special kind.

The examination would be conducted so as to secure that the practical acquirements of candidates should be thoroughly tested.

The enclosures to your letter are herewith returned.

I have, &c.

The Secretary, Science and Art Department, to the Secretary, Civil Service Commission.

SIR, 21st April 1890.

I AM directed by the Lords of the Committee of Council on Education to transmit to you, for the information of the Civil Service Commissioners, the accompanying copy of a letter from the Treasury, dated the 26th February. My Lords agree to the suggestion that the minimum limit of age for candidates be extended from 24 to 30, and I am to request that you will move the Commissioners to take such steps as may be necessary for holding an examination by open competition for filling the vacancy now existing in the staff of Assistant Keepers of the South Kensington Museum (Art Branch).

I am, &c.

ENCLOSURE.

SIR, Treasury Chambers, 26th February 1890.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to state, for the information of the Lords of the Committee of Council, that they have been in communication with the Civil Service Commissioners on the subject of the alternative measures proposed in your letter of the 10th instant for filling the vacancy now existing for an Assistant Keeper in your Department.

Since the situation in question is included in Schedule A. of the Order in Council of the 4th June 1870, their Lordships concur in the opinion expressed by the Civil Service Commissioners that the rule of Open Competition should be maintained; but the Commissioners suggest that the requirements of your Department will be reasonably provided for by an extension of the maximum limit of age for candidates from 24 to 30, as in the case of Assistants in the British Museum and of most other technical appointments (with the usual deductions from age for service under clause 4 of the general Regulations). Under this scheme the Junior Staff of your Department will still be eligible to compete, as desired, for the vacancy in question.

Their Lordships trust that this modification of your proposal will meet with acceptance; and, in that event, the lines on which the examination should be conducted can be settled by your Department in communication with the Commissioners.

I have, &c.

CORRESPONDENCE

RELATING TO

MILITARY ENTRANCE EXAMINATIONS.

MILITARY ENTRANCE EXAMINATIONS.

MILITARY ENTRANCE EXAMINATIONS.

The Director-General of Military Education to the Director of Examinations, Civil Service Commission.

SIR, 29th May 1890.

As to holding examinations locally. [1806.]

I AM directed to forward the enclosed copy of a letter which has been received from the Rev. Edmond Warre, D.D., for the favour of any observations the Civil Service Commissioners may wish to offer.

I have, &c.

ENCLOSURE.

SIR, Eton College, 22nd May 1890.

I HAVE the honour to bring before your notice a subject upon which I have been instructed by the Committee of the Conference of the Head Masters of the Public Schools to address you.

The Head Masters feel very strongly the evils which are entailed in many cases by the prolonged stay in London made necessary for boys who are candidates for the "further examinations" for Woolwich and Sandhurst.

The examinations necessarily last a considerable time, and the candidates, while free, are exposed at an early age to the temptations of a great city. The result in many cases is deplorable.

The change by which the Preliminary Examinations are now conducted at a great number of centres away from London has been eminently wholesome and successful; and the Committee would welcome the extension of this system to the further examinations for Woolwich and Sandhurst, or, if this was deemed impossible, they would venture to ask if some system could be devised with regard to those examinations, which would not necessitate the stay in London of a large number of boys as at present.

I have, &c.

To the Right Honourable
The Secretary of State for War.

The Director of Examinations to the Director-General of Military Education.

SIR, 18th June 1890.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of 29th ultimo.

In reply, I am to state that while the Civil Service Commissioners fully recognise the weight of the considerations put forward by the Committee of Head Masters, and are desirous of meeting, as far as they possibly can, the convenience of candidates coming to their examinations directly from the Public Schools, they are also bound to take into account the interests of all other candidates and the mechanical difficulties necessarily involved in large examinations.

After carefully considering the question from every point of view, the Commissioners think that, were there no compensating disadvantages in such an arrangement, it might be possible for them to arrange for the conduct at provincial centres of that part of the examination which consists of written answers to printed questions.

It would, however, be still necessary for all candidates to come to London to attend that part of the examination which involves dictation, conversation, and practical work in laboratories.

MILITARY ENTRANCE EXAMINATIONS.

It will thus be seen that, though the stay in London of those candidates who might be able to avail themselves of a provincial centre, that is to say, about one third of the whole number of competitors, might be diminished in duration, the necessity of attendance of the greater number for examination in London could not be removed.

As to holding examinations locally.

On the other hand, it is evident that the multiplication of local centres in the case of a great competitive examination would increase to a formidable extent the difficulties with which the Civil Service Commissioners have to contend. Not only would the unequal conditions be likely to occasion discontent, but accidents might occur in the distribution and transmission of papers which might conceivably invalidate the whole examination.

In view of these risks and difficulties, the Commissioners, though with regret, have arrived at the conclusion that it would be inexpedient for them to entertain the proposal made by the Committee of Head Masters, and submitted for their consideration by the Secretary of State for War.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Director-General of Military Education.

SIR, 6th December 1890.

Marks for oral examinations. [1854.]

IN view of the Regulations governing the examinations for admission to the Royal Military Academy, Woolwich, and the Royal Military College, Sandhurst, which will first come into operation in June 1891, I am directed by the Civil Service Commissioners to advert to the memorandum communicated to the Commissioners in your letter of the 19th July 1888, in which you say, "The main object to be borne in mind with "reference to the entrance examination is to secure a youth who has "had a thoroughly well grounded liberal education as an English "gentleman."

You are aware that it is the intention of the Civil Service Commissioners, with the approval of the Secretary of State for War, to issue a syllabus defining more fully than in the Regulations themselves the character of the examination by which, in June 1892 and afterwards, the Commissioners will endeavour to effect the object specified in your memorandum.

In order that the examination may be brought into complete conformity with the principles laid down in the syllabus, the Commissioners desire me to suggest, for the consideration of H.R.H. the Commander-in-Chief, and of the Secretary of State for War, the expediency of reducing the marks for colloquial French and German from 400 to 200.

The reasons which move the Commissioners to make this recommendation are as follows:—

(1.) The high rate of marking for colloquial French and German has a mischievous effect on the education of the candidates, as it encourages them to attain a superficial readiness in conversation to the neglect of what is of more fundamental importance in the accurate study of these languages;

(2.) There is no proportion between the severity of the test applied to measure proficiency in the oral part of the examination and that which is applied to the paper work, since, while the time devoted to the *vivâ voce* examination of each candidate is, for the sake of reasonable despatch, limited to 10 minutes, the time spent upon the paper work amounts to three hours;

MILITARY ENTRANCE EXAMINATIONS.

Marks for oral examinations.

(3.) While it is the expressed wish of the Military Authorities to obtain as many candidates as possible direct from the English Public Schools, the effect of the present scale of marking is, as the Commissioners have reason to believe, to cause the withdrawal of boys from the English Public Schools to private establishments on the continent;

(4.) It may be hoped that the syllabus will have the effect of encouraging a more liberal method of education in French and German than at present prevails, and for this purpose it is desirable that some of the time now spent by teachers on colloquial instruction should be diverted to the line of study indicated in the syllabus.

I have, &c.

The Director-General of Military Education to the Director of Examinations, Civil Service Commission.

SIR, 15th December 1890.

IN reply to your letter of the 6th instant, suggesting the expediency of a reduction of the marks now given for colloquial French and German at the examinations for entrance into the Army, I am directed to inform you that Mr. Secretary Stanhope, in conjunction with the Commander-in-Chief, concurs in the opinion of Her Majesty's Civil Service Commissioners that the present system of marking tends to encourage candidates to attain a superficial readiness in conversation to the neglect of what is of more fundamental importance in the accurate study of these languages. Mr. Stanhope, therefore, approves of the recommendation made in your letter to reduce the marks for the colloquial examinations in French and German from 400 to 200.

As it is desirable that some notice should be given of the change I am to ask from what date the Civil Service Commissioners suggest that it should take effect.

I have, &c.

The Director of Examinations, Civil Service Commission, to the Director-General of Military Education.

SIR, 18th December 1890.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 15th instant, and, with reference to the inquiry contained in the latter portion of your letter, I am to acquaint you, for the information of the Secretary of State for War, that they would suggest that the reduction in the marks for oral examination in modern languages should take effect for the first time at the examination to be held in June 1892. You are aware this is the date contemplated for the first application of a syllabus which the Commissioners have now under consideration.

I have, &c.

MILITARY ENTRANCE EXAMINATIONS.

The Director of Examinations, Civil Service Commission, to the Director-General of Military Education.

SIR, 18th March 1891.

Syllabus.

I AM directed by the Civil Service Commissioners to transmit copies of a syllabus showing the extent and character of the Military Entrance Examinations to be held from and after June 1892, and I am to request that the Commissioners may be informed whether the Secretary of State for War will be pleased to give notice of the issue of this syllabus.

The Commissioners will await your reply before they themselves distribute copies of the enclosed syllabus.

I have, &c.

ENCLOSURE.

MILITARY EXAMINATIONS.

SYLLABUS showing the EXTENT and CHARACTER of the MILITARY EXAMINATIONS (Sandhurst and Woolwich*) from and after June 1892.

In a letter addressed to the Civil Service Commissioners on the subject of the Examinations for admission into the Royal Military Academy, Woolwich, and the Royal Military College, Sandhurst, the Director-General of Military Education observes:—"The main object to be borne in mind with reference to the Entrance "Examination is to secure a youth who has had a thoroughly well-grounded liberal "education as an English gentleman. Any curriculum which renders those who are "unsuccessful unfit for other professions is greatly to be deprecated." The Regulations for the above Examinations, which will come into force in June 1891, are intended to provide a test that the Candidates have received such an education as is indicated in these words. By these Regulations certain of the subjects specified are prescribed as obligatory for all competitors, while, in the choice of the subjects described as optional, allowance is made for varieties of taste and inclination in each Candidate. In view of the influence which the Regulations must necessarily exercise on the education of Candidates for admission to the Army, and in order to carry out the intentions of the Director-General of Military Education as cited above, the Civil Service Commissioners, with the concurrence of the War Office, deem it expedient to specify, with more fulness than in the Regulations themselves, the character of the Examination which, in June 1892 and afterwards, the Candidates will be called upon to undergo. Up to that date the Examination under the new Regulations will, except in the particular mentioned in the footnote (†) below, be conducted, *mutatis mutandis*, on the same lines as hitherto.

CLASS I.

(OBLIGATORY SUBJECTS.)

Mathematics.—The extent of the Examination will be as defined in the Regulations.

Latin.—Passages will be set for translation into English selected from the authors usually read in schools. Passages from English authors will be given for translation into Latin prose and verse, but Candidates will be allowed, in the place of verse composition, to answer questions of a simple character, which will test whether they possess a fundamental knowledge of the grammar of the language, and such an elementary acquaintance with Roman History as is required for the intelligent study of the books they have read.†

French.—There will be, as hitherto, translations of unprepared passages from French into English, and from English into French; the knowledge of pronunciation will be tested by Dictation and the *vivâ voce* Examination. The passages for translation will be taken, mainly, from standard authors (Corneille, Madame de Sévigné, Guizot,

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* Also Literary of Militia Subalterns.

† Candidates will be allowed to avail themselves of this alternative at the examination in June next.

MILITARY ENTRANCE EXAMINATIONS.

Syllabus.

Taine, &c.), and a few simple questions may be asked on the passages set, as to the structure and character of the language, and allusions of obvious and general interest.

German.—The passages for translation will be taken from standard authors (Schiller, Lessing, Alexander v. Humboldt, Ranke, &c.), and in other respects the Examination will proceed on the same lines as in French.

CLASS II.

(OPTIONAL SUBJECTS.)

Higher Mathematics.—The extent of the Examination will be as defined in the Regulations.

Greek.—Passages will be set for translation into English from the authors usually read in schools, and in other respects the Examination will proceed on the same lines as in Latin.

English History.—The General Paper in this subject will test whether the Candidates are accurately acquainted with the facts of English History, and also possess an intelligent knowledge of the meaning of the facts. The Paper on the fixed period will, of course, require from the Candidates more minute knowledge than the General Paper.

Chemistry, Physics, Physical Geography, and Geology.—The standard of Examination in these subjects will be such as may be reasonably expected from the education given at Schools possessing appliances for practical instruction, such as a Laboratory, &c. A considerable portion of the marks will be allotted for the proficiency shown in the practical part of the Examination.

The Assistant Director of Military Education to the Director of Examinations, Civil Service Commission.

SIR, 2nd April 1891.

IN reply to your letter of the 18th ultimo, I have the honour to inform you that the Secretary of State for War has, on the recommendation of His Royal Highness the Commander-in-Chief, approved of the syllabus showing the extent and character of the Military Entrance Examinations to be held from and after June 1892.

I am to add that copies of the syllabus forwarded with your letter under reply have been sent to the authorised newspapers.

I have, &c.

CORRESPONDENCE

RELATING TO

THE CIVIL SERVICE OF INDIA.

Civil Service of India.

CIVIL SERVICE OF INDIA.

The Secretary, Civil Service Commission, to the Under Secretary of State, India Office.

Sir, 23rd August 1890.

* * * * *

Open Competition of 1892.

Syllabus.

I am directed by the Civil Service Commissioners to transmit herewith copies of a Syllabus showing the extent of the examination in certain subjects at the Open Competition for admission into the Indian Civil Service in 1892.

I have, &c.

Syllabus showing the extent of the Examination in certain subjects at the Open Competition for admission into the Indian Civil Service in 1892.

The Regulations governing the Open Competition for admission into the Indian Civil Service have been framed with a view to the principle regarded by Lord Macaulay's Committee in 1854 as essential, viz., that the object of the Competition should be to secure for the Indian Civil Service officers who "have received the "best, the most liberal, the most finished education that their native country affords." The scheme of examination has accordingly been made to embrace most of the subjects of the Honour Schools in the Universities of Great Britain and Ireland. In administering the scheme, the Civil Service Commissioners, concurring with Lord Macaulay's Committee in the opinion, "that no Candidate who may fail should, to "whatever calling he may betake himself, have any reason to regret the time and "labour which he has spent in preparing himself to be examined," desire to avoid all disturbance of the general course of University studies, and to render it possible, with due regard for the principle of Open Competition, for those who have graduated with honours at the Universities, to attend the examination for the Indian Civil Service with good prospects of success. The appended Syllabus shows in outline the intentions of the Commissioners with regard to the extent and character of the examination in those subjects which seem to require further definition. The scope of the examination in the subjects not mentioned in the Syllabus is sufficiently defined in the scheme published in the Regulations themselves.* The Examiners will be instructed to keep the standard in each subject up to the level of the highest course of study pursued in the Universities.

English Composition.—An Essay to be written on one of several subjects specified by the Civil Service Commissioners on their Examination Paper.

English Language and Literature.—The Examination will be in two parts. In the one the Candidates will be expected to show a general acquaintance with the course of English Literature, as represented (mainly) by the following writers in verse and prose, between the reign of Edward III., and the accession of Queen Victoria:—

Verse—Chaucer, Langland, Spenser, Shakespeare, Milton, Dryden, Pope, Gray, Collins, Johnson, Goldsmith, Crabbe, Cowper, Campbell, Wordsworth, Scott, Byron, Coleridge, Shelley, Keats.

Prose—Bacon, Sir Thomas Browne, Milton, Swift, Defoe, Addison, Johnson, Burke, Scott, Southey.

A minute knowledge of the works of these authors will not be looked for in this part of the Examination, which will, however, test how far the Candidates have studied the chief productions of the greatest English writers *in themselves*, and are acquainted with the leading characteristics of their thought and style, and with the place which each of them occupies in the history of English literature. Candidates will also be expected to show that they have studied in these authors the history of the English language in respect of its vocabulary, syntax, and prosody.

* These Regulations (for the Open Competition of 1892) were printed at pages 37 to 40 of the Appendix to the Thirty-fourth Report of the Civil Service Commissioners.

CIVIL SERVICE OF INDIA.

Open Competition of 1892.

Syllabus.

The other part of the Examination will relate to one of the periods named below, which will follow each other year by year in the order indicated.

1.	A.D. 1340 to A.D. 1600
(1892)	[Chaucer to Spenser].
2.	A.D. 1600 to A.D. 1700
(1893)	[Shakespeare to Dryden].
3.	A.D. 1700 to A.D. 1800
(1894)	[Pope to Cowper].
4.	A.D. 1800 to A.D. 1832
(1895)	[Nineteenth Century writers to the death of Scott].

The Examination in this part will require from Candidates a more minute acquaintance with the history of the English language and literature, as illustrated in the chief works produced in each period, and will be based to a considerable extent, but by no means exclusively, on certain books specified each year by the Commissioners.* The names placed under the dates are intended to suggest the general character of the literary development of the period, and, consequently the natural limits of the Examination. All the works of Shakespeare, for example, will be regarded as falling within the second period; all the works of Swift within the third; all the works of Scott and Wordsworth within the last.

French Language and Literature.—Translation from French into English, and from English into French; Critical Questions on the French Language and Literature.

German Language and Literature.—As in French.

Latin Language and Literature.—Translation from Latin into English; Composition in Prose and Verse (in the place of the latter may be taken, by those who prefer it, a paper of critical questions on the style of the Latin orators and poets, based on Cicero, De Oratore, and Quintilian, Institutiones Oratoriæ, Lib. x.); Critical Questions on the Latin Language and Literature.

Greek Language and Literature.—Translation from Greek into English; Composition in Prose and Verse (in the place of the latter may be taken, by those who prefer it, a paper of critical questions on the style of the Greek orators and poets, based on Aristotle's Rhetoric (Book iii.) and Poetic); Critical Questions on the Greek Language and Literature.

Sanskrit Language and Literature.—Translation from Sanskrit into English, and from English into Sanskrit. History of Sanskrit Literature (including knowledge of such Indian History as bears upon the subject); Sanskrit Grammar; Vedic Philology.

Arabic Language and Literature.—Translations as in Sanskrit; History of Arabic Literature; Arabic Grammar; Arabic Prosody.

English History.—General Questions on English History from A.D. 800 to A.D. 1848; Questions on the Constitutional History of England from A.D. 800 to A.D. 1848.

Questions covering the whole period named will be set, but Candidates will be allowed to attempt only a limited number of them.

General Modern History.—Candidates may, at their choice, be examined in any one of the following periods:—

1. From the accession of Charlemagne to the Third Crusade.
   [A.D. 800 to A.D. 1193.]
2. From the Third Crusade to the Diet of Worms.
   [A.D. 1193 to A.D. 1521.]
3. From the Diet of Worms to the end of the reign of Louis XIV.
   [A.D. 1521 to A.D. 1715.]
4. From the accession of Louis XV. to the French Revolution of 1848.
   [A.D. 1715 to A.D. 1848.]

Periods 3 and 4 will include Indian History.

Greek History.—Questions on the General History of Greece to the death of Alexander; Questions on the Constitutional History of Greece during the same period.

Roman History.—Questions on the General History of Rome to the death of Vespasian; Questions on the Constitutional History of Rome during the same period.

In Greek and Roman History Candidates will be expected to show a knowledge of the original authorities. Questions covering the whole period named will be set, but Candidates will be allowed to attempt only a limited number of them.

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* The books for 1892 are:—
Chaucer: Prologue to the Canterbury Tales; The Flower and the Leaf; The Assembly of Foules Minor Poems.
Langland: Vision of Piers Plowman.
Spenser: Faery Queen, Books I., II.: Shepherd's Kalendar.
Sir John Mandeville's Travels.
Sir Thomas More's Utopia.

CIVIL SERVICE OF INDIA.

Open Competition of 1892.

Syllabus.

Mathematics.—Pure Mathematics:—Algebra, Geometry (Euclid and Geometrical Conic Sections), Plane Trigonometry, Plane Analytical Geometry (less advanced portions), Differential Calculus (Elementary), Integral Calculus (Elementary).

Applied Mathematics:—Statics, Dynamics of a Particle, Hydrostatics, Geometrical Optics; all treated without the aid of the Differential or Integral Calculus.

Advanced Mathematics.—Pure Mathematics:—Higher Algebra including Theory of Equations, Plane and Spherical Trigonometry, Differential Calculus, Integral Calculus, Differential Equations, Analytical Geometry Plane and Solid.

Applied Mathematics:—Statics including Attractions, Dynamics of a Particle, Rigid Dynamics, Hydromechanics, Geometrical and Physical Optics, Geometrical and Physical Astronomy excluding the Planetary Theory.*

The Director of Examinations, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 11th March 1891.

Italian.

MY Commissioners direct me to request that you will bring to the notice of the Secretary of State in Council certain memorials respecting the exclusion of Italian from the new scheme of examination for the Indian Civil Service, which have been forwarded to this Department, and which are entitled to consideration, both in respect of the sources from which they proceed and the eminence of the names attached to them. It will be observed that the memorialists confine themselves to expressing regret at the omission of Italian from the scheme, and abstain from a statement of the grounds on which they ask for a reconsideration of this decision. Under these circumstances the Commissioners think it may perhaps be expedient for them to state with some fulness the considerations which led them to make the recommendation in question, in which, as they were informed in your letter of June 5, 1890, the Secretary of State in Council has expressed his concurrence.

In your letter of August 30, 1889, you stated that Viscount Cross entertained the hope—originally expressed by Lord Macaulay's Committee—that "among the successful candidates under the new regulations would "frequently be found young men who had obtained the highest honours "at Oxford and Cambridge." In pursuance of the wish thus expressed, which they understand as extending to all the leading universities, the Commissioners resolved to frame such a scheme of examination as should avoid, as far as possible, any disturbance of the general course of study prescribed at such places, and should enable young men of ability who had completed their education there to enter the competition with a reasonable hope of success. In considering to what extent the scheme framed by Lord Macaulay's Committee was still suitable for their purpose, the Commissioners found that large changes in it had become necessary in consequence of the increased number of the schools of liberal study now recognised; and the minuteness and extent of the reading required from the students who seek distinction in them. It is hoped that the scheme of examination finally adopted under the new regulations will offer a fair field to young men who have obtained honours in the great schools of *literae humaniores* or mathematics at Oxford, in the classical or mathematical triposes at Cambridge, and, in parallel courses, in the other universities, English, Irish, and Scottish, or who have combined with the ordinary classical or mathematical

---

* The following addition was subsequently made to this Syllabus:—

Political Economy and Economic History.—Candidates will be expected to possess a knowledge of economic theory as treated in the larger text-books; also a knowledge of the existing economic conditions, and of statistical methods as applied to economic inquiries; together with a general knowledge of the history of industry, land tenure, and economic legislation, in the United Kingdom.

Logic and Mental Philosophy (Ancient and Modern).—Logic will include both Deductive and Inductive Logic.

Mental Philosophy will include Psychology and Metaphysics.

Italian.

curriculum a course of study in the schools of law, modern history, natural science, or Oriental languages. In order to secure this advantage, however, it has been necessary greatly to extend the list of subjects of examination, and, whereas, under the existing regulations a candidate may make his choice from 14 subjects, under the new regulations it will be possible for him to choose from 20 subjects, many of which are also much enlarged in scope. In view of this fact the Commissioners deemed it expedient to include, as a rule, in the scheme of examination only subjects occupying a prominent place in the honour schools of all the leading universities. Of the subjects which do not fall within this category, but which were included in the scheme framed by Lord Macaulay's Committee, they have retained three, viz., the English language and literature, and the French and German languages and literatures; English for obvious reasons, and French and German because these two languages will have been studied by most of the candidates while at school and are included in the honours schools of the universities of Cambridge and Dublin. They are now asked by the memorialists to add Italian to the list. It appears to them, however, that to adopt this course would be inadvisable at the present moment for the following reasons:—

1. The scheme, as it stands, is well calculated to furnish the Indian Civil Service with an ample supply of highly educated candidates, and to add fresh subjects which do not form part of the general course of the higher studies at the universities would be to swell unnecessarily the expense of the examination (which, as it is, will be greatly increased) and to delay the announcement of the result.

2. The great number of subjects in the scheme, even in its present shape, offers temptations to the practice of mark hunting, and the insertion of Italian would introduce a subject which, as far as the language is concerned, has been found to lend itself with peculiar readiness to this abuse of competitive examination. The addition of the literature to the subject would, of course, lessen this danger, but would not altogether remove it.

It has been urged by some of the distinguished persons whose opinions on the subject have been published, that the exclusion of Italian from the scheme will tend to discourage the study of it in the country. But this is an argument to which, in the judgment of the Commissioners, too much weight may easily be attached. Italian as a rule is not taught in the public schools. The University of Oxford makes no systematic provision for the study of it. It has no place in the honour schools of the University of Dublin, the Scotch Universities, Victoria University, University College, London, or in the Department of General Literature in King's College, London, and though it occupies a subordinate position in the mediæval and modern languages tripos at Cambridge, this course, to judge from the published class lists, offers so few attractions to students that it may be described, with little exaggeration, as a school without scholars.* It is difficult to under-

* The following table shows the honours obtained in the mediæval and modern languages tripos at Cambridge since its first institution:—

	First Class.	Second Class.	Third Class.
1886	—	1	2
1887	—	1	1
1888	—	—	2
1889	3	3	4
1890	1	2	1

CIVIL SERVICE OF INDIA.

Italian.

stand in what sense Italian, by ceasing to be a subject of examination in a single competition for appointments in the public service, can be said to be "discouraged" when, as a subject of liberal study in the great teaching institutions represented by the memoralists, it can hardly be said to exist.

In any case, however, an argument derived from the possible educational effects of the scheme appears to rest upon a mistaken conception of the duties of this Commission. The primary object of the scheme under consideration is not to prescribe an educational curriculum, but to obtain an adequate supply of highly-educated candidates for the Indian Civil Service. It is unnecessary for the Commissioners to say that they cordially assent to all that has been urged on behalf of the educational value of the Italian language and literature. But they hold that, if it is considered desirable to assign to the study of Italian a more prominent place than it occupies at present in the higher education of the country, the first step in this direction should be taken by the universities themselves. They feel, indeed, that they would be outstepping their functions if they were to express any opinion as to the desirability or practicability of establishing in the universities schools for the study of modern European languages and literature, such as should attract a large class of students. But if such schools should be established and flourish, the Commissioners, in accordance with the principle which has hitherto guided their action, would be ready to recognise that the scheme of examination for the Indian Civil Service no longer represented fully "the highest and best form of education" attainable in this country; and they would in that case be prepared to recommend the Secretary of State in Council to reconsider the position of modern languages in the scheme of examination.

I have, &c.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

SIR, 23rd March 1891.

I AM directed by Viscount Cross to acknowledge the receipt of your letter of the 11th instant, bringing to my notice certain memorials addressed to the Civil Service Commissioners respecting the exclusion of Italian from the new scheme of examination for the Civil Service of India, and explaining at the same time the views of the Civil Service Commissioners upon the matter.

In reply, I am desired to say that the question of the omission of Italian received careful consideration from Lord Cross before he made the regulations of which the memorialists complain. His lordship has, however, in deference to the representations of the many learned persons who have joined in these memorials again fully considered the subject, and I am to say that he remains of opinion that it is not advisable to include Italian among the subjects of examination, and that he concurs generally in the reasons for its omission which are given by the Civil Service Commissioners in Mr. Poste's letter.

I am, &c.

APPENDIX.

STATISTICS.

		Page
TABLE A.	Number of Cases dealt with between 1st January and 31st December 1890	20
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„ C.	Comparative Statement of Cases dealt with under the Order in Council of 4th June 1870, during the years 1889 and 1890	36
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TABLE A.—Showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1890, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given: After Open Competition or Open Selection: Under Scheme I.	For Second Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
TOTALS OF ALL THE DEPARTMENTS.	28,998	6,464	1,971	19,383	1,180	2,065	37	208	29	95	1,130	2,752	1,706	8,711	2,349	-	233	1,045	4,172	313	4,153
PRELIMINARY EXAMINATIONS FOR OPEN COMPETITIONS:—																					
Second Division	1,173	-	-	1,173	-	98	-	-	-	-	-	599	476	-	-	-	-	-	-	-	-
Admiralty: — Draughtsman (Works Department), Outports.	3	-	-	3	-	-	-	-	-	1	-	-	2	-	-	-	-	-	-	-	-
Colonial Services:—Eastern Cadet	51	-	-	51	-	5	-	-	-	-	-	6	40	-	-	-	-	-	-	-	-
Prisons Department (England):—Clerk and Draughtsman, Surveyor General's Office.	15	-	-	15	-	6	-	-	-	-	-	3	6	-	-	-	-	-	-	-	-
Public Works Office (Ireland):—Assistant Surveyor of Buildings.	5	-	-	5	-	1	-	-	-	3	-	1	-	-	-	-	-	-	-	-	-
Science and Art Department:—																					
Assistant Keeper, Art	6	-	-	6	-	2	-	-	-	-	-	2	2	-	-	-	-	-	-	-	-
Junior Assistant, Art	9	-	-	9	-	1	-	-	-	-	-	1	7	-	-	-	-	-	-	-	-
War Office:—Assistant Surveyor, Royal Engineer Department.	22	-	-	22	-	2	-	-	-	1	-	6	13	-	-	-	-	-	-	-	-
Works, Office of:—Junior Examiner.	13	-	-	13	-	2	-	-	-	3	-	2	6	-	-	-	-	-	-	-	-
OPEN COMPETITION UNDER SCHEME I.	4	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4
SECOND DIVISION:—																					
Open Competition for Clerkships	1,103	-	-	1,103	-	129	1	1	1	-	-	-	-	880	-	-	80	-	-	-	11
Competition of Boy Clerkships for Clerkships.	227	-	-	227	-	8	-	-	-	-	-	-	-	165	-	-	50	-	-	-	4

Candidates proposed for appointment under Clause VII. of the Order in Council of 4 June 1870.	38	38	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	2	35
OPEN COMPETITION FOR BOY CLERKSHIPS.	1,498	-	-	1,498	-	199	1	-	1	-	-	-	-	1,075	-	-	103	119	-	-	-
TEMPORARY BOY COPYISTS. -	1,097	-	-	-	1,097	140	-	1	-	1	565	-	-	-	-	-	-	387	-	-	3
TEMPORARY MESSENGERS:—																					
Men - - - - -	6	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-
Boys - - - - -	77	-	-	-	77	6	2	-	-	1	3	-	-	-	-	-	-	64	-	-	1
ADMIRALTY:—																					
Assistant Constructor, Second Class.	3	3	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	2	-
Assistant, Nautical Almanac Office.	15	-	-	15	-	4	-	-	-	-	-	-	-	10	-	-	-	1	-	-	-
Draughtsman, Works Department (Outports).	3	-	-	3	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	-	-
Pensioner Writer - - -	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	5
Do. Messenger - -	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-
NAVAL HOSPITALS:—																					
Pensioner Writer - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Foreman of Washing Machinery	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Do. Labourers - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Assistant Cook - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
OTHER NAVAL ESTABLISHMENTS, INCLUDING DOCKYARDS:—																					
Dockyard:—Junior Assistant Schoolmaster,	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Do. Surveyor of Stores -	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
Do. Acting Assistant to Storekeeper.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Do. Writer - -	12	1	11	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	11
Do. Boy Writer - -	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Do. Timekeeper - -	4	4	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	3	-	-
Do. Assistant Surgery Attendant.	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Do. Artificer - -	150	150	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	148	-	2
Do. Do. for Promotion.	999	-	999	-	-	294	-	-	-	-	-	-	-	-	705	-	-	-	-	-	-
Do. Apprentice and Victualling Yard Apprentice.	338	1	-	337	-	6	-	-	-	-	-	-	-	236	96	-	-	-	-	-	-
AGRICULTURE, BOARD OF:—																					
Director of the Statistical Intelligence and Educational Department.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Assistant Secretary - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Librarian - - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Messenger - - - -	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1890, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
														For whom Certificates were given						
														After Open Competition or Open Selection.						
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	Under Scheme I.	For Second Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
BRITISH MUSEUM:—																					
Assistant	15	-	15	-	-	3	-	-	-	-	-	-	-	9	-	-	-	-	3	-	-
Attendant	7	7	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-
Boy Attendant	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-
BROADMOOR CRIMINAL LUNATIC ASYLUM:—																					
Second Class Clerk	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Assistant Attendant	8	8	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-	4	-	1
Female Attendant	8	8	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	6	-	1
Baker	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
CENSUS OFFICE (ENGLAND):—																					
Temporary Non-resident Office Keeper or Head Messenger.	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
CENSUS OFFICE (IRELAND):—																					
Clerk (Male)	81	81	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	79
Do. (Female)	10	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	9
Taskworker (Male)	25	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25
Do. (Female)	25	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25
Packer and Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
CHELSEA HOSPITAL:—																					
Nurse	14	14	-	-	-	2	-	3	-	-	1	-	-	-	-	-	-	-	7	-	1
CHIEF SECRETARY'S OFFICE (IRELAND):—																					
Divisional Commissioner	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
Clerk, Upper Division	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Registrar	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-

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TABLE A. *(continued)*, showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1890, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons																
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given						Yet to appear, or still under Consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.		
																Under Scheme I.	For Second Division.	Under Special Regulations.				
FOREIGN OFFICE—*cont.*																						
CONSULAR SERVICE:—																						
Vice-Consul	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	
Student Interpreter, China and Japan.	33	-	-	33	-	1	-	-	-	-	-	-	-	27	-	-	-	5	-	-	-	5
Consular Clerk, Smyrna	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Chief Constable and Messenger to Consular Court, Alexandria.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
HOME OFFICE:—																						
Inspector of Factories and Workshops.	10	3	7	-	-	3	2	-	-	-	-	-	-	2	-	-	-	-	2	1	-	
Assistant Inspector of Mines	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Assistant Office Keeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
INDIA CIVIL SERVICE:—																						
Open Competition of June 1890	214	-	-	214	-	9	-	-	-	-	-	-	-	158	47	-	-	-	-	-	-	49
Periodical Examinations of Selected Candidates.	145	-	-	145	-	1	-	-	-	-	-	-	-	-	95	-	-	-	-	-	-	
Final Examination of Candidates selected in 1888.	47	-	-	47	-	-	-	-	-	-	1	-	-	-	-	-	-	46	-	-	-	
INDIA FOREST SERVICE —																						
Candidates for entry	47	-	47	-	-	7	-	-	-	-	-	-	-	25	15	-	-	-	-	-	-	
INDIA OFFICE:—																						
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	

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TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1890, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons																
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given						Yet to appear, or still under Consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.		
																Under Scheme I.	For Second Division.	Under Special Regulations.				
LUNACY BOARD (SCOTLAND):—																						
Messenger	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
MERCANTILE MARINE OFFICES:—																						
Deputy Superintendent	4	4	–	–	–	–	–	–	–	–	1	–	–	–	3	–	–	–	–	–	–	–
Temporary Clerk	9	1	8	–	–	–	–	–	–	–	–	–	–	4	4	–	–	–	–	–	1	1
Junior Temporary Clerk	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Boy Clerk	15	2	13	–	–	3	–	–	–	–	–	–	–	6	5	–	–	–	–	–	–	1
METROPOLITAN POLICE:—																						
Office Keeper, New Scotland Yard.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Officers for Promotion	308	308	–	–	–	2	–	–	–	–	48	–	–	–	257	–	–	–	–	–	–	1
METROPOLITAN POLICE, SURVEYOR'S OFFICE:—																						
Clerk of Works, Second Class	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
METROPOLITAN POLICE, RECEIVER'S OFFICE:—																						
Assistant Storekeeper	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
METROPOLITAN POLICE COURTS SERVICE:—																						
Usher	1	1	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Messenger	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
MILITARY EXAMINATIONS:—																						
Preliminary Examinations	4,721	–	–	4,721	–	300	–	–	–	–	–	2,115	1,151	–	–	–	–	–	–	–	–	1,155
ROYAL MILITARY ACADEMY AND ROYAL MARINE ARTILLERY:—																						
Candidates for entry	531	–	–	531	–	21	–	–	–	6	–	1	–	383	120	–	–	–	–	–	–	–

ROYAL MILITARY COLLEGE AND ROYAL MARINE LIGHT INFANTRY:—																					
Ordinary Candidates for entry, including those eligible for West India Regiments only.	1,773	-	-	1,773	-	76	-	-	-	-	-	5	-	688	294	-	-	-	-	-	710
University Candidates for entry	107	-	-	107	-	15	-	-	-	-	-	8	1	21	24	-	-	-	-	-	38
Queen's Cadets, &c.	39	39	-	-	-	-	-	-	-	-	-	-	-	4	24	-	-	-	-	-	11
OFFICERS OF AUXILIARY FORCES	257	257	-	-	-	18	-	-	-	-	74	3	2	-	160	-	-	-	-	-	-
ARMY OFFICERS EXAMINED IN MODERN LANGUAGES.	183	183	-	-	-	22	-	-	-	10	15	-	-	-	136	-	-	-	-	-	-
MINT:—																					
Assistant Assayer	7	-	7	-	-	1	-	-	-	-	-	-	-	5	-	-	-	-	1	-	-
Clerk, Operative Department	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-
Messenger, Operative Department.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Artificer and Labourer	4	4	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	3	-	-
Boy Workman	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	2
MELBOURNE BRANCH:—																					
Assistant to Assayers	9	-	9	-	-	1	-	-	-	-	-	-	-	7	-	-	-	-	-	1	-
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
SYDNEY BRANCH:—																					
Junior Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Boy Workman	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
NATIONAL EDUCATION OFFICE (IRELAND):—																					
Inspector	17	-	17	-	-	2	-	-	-	-	-	-	-	11	4	-	-	-	-	-	-
Assistant Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
NAVY:—																					
Officers for Examination in Languages.	7	7	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-
Naval Instructor	3	3	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Naval Cadet	325	15	310	-	-	1	-	48	-	17	2	-	-	132	118	-	-	-	-	-	-
Naval Clerk	146	1	145	-	-	2	-	14	-	3	9	-	-	105	22	-	-	-	-	-	-
Engineer Student	100	6	-	94	-	7	-	5	-	-	-	-	-	50	30	-	-	-	-	-	-
											2										
PATENT OFFICE:—																					
Registrar of Designs and Trade Marks.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Sorter of Designs	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-
POST OFFICE:—																					
Officer in Charge of Indian Mails	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Junior Clerk, Confidential Inquiry Branch.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Postmaster and Sub-Postmaster	13	13	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	12	-	-
Postmistress and Sub-Postmistress.	12	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	-	-
Female Clerk	1,086	-	-	1,086	-	76	-	3	-	-	-	-	-	847	-	-	-	137	-	-	23
Male Telegraph Learner	1,212	13	-	1,199	-	203	-	34	1	-	-	-	-	786	-	-	-	143	-	13	32

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year from January 1 to December 31, 1890, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given: After Open Competition or Open Selection: Under Scheme I.	For whom Certificates were given: After Open Competition or Open Selection: For Second Division.	For whom Certificates were given: After Open Competition or Open Selection: Under Special Regulations.	For whom Certificates were given: After Nomination.	For whom Certificates were given: Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under Consideration.
POST OFFICE—*cont.*																					
Female Telegraph Learner	2,911	-	-	2,911	-	166	-	4	1	-	-	-	-	1,760	-	-	-	80	-	-	900
Female Sorters	1,883	-	-	1,883	-	85	-	2	-	-	-	-	-	1,175	-	-	-	38	-	-	583
Sorting Clerk and Telegraph Learner (Provincial) (Male).	910	910	-	-	-	-	-	1	-	-	93	-	-	-	-	-	-	-	778	2	36
Do. do. (Female)	294	294	-	-	-	-	1	1	-	1	24	-	-	-	-	-	-	-	251	-	16
Skilled Telegraphist (Male)	226	226	-	-	-	-	3	2	1	1	7	-	-	-	-	-	-	-	30	173	9
Do. (Female)	61	61	-	-	-	1	-	-	-	-	12	-	-	-	-	-	-	-	47	-	1
Telegraphist (Male)	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1
Sorter	612	612	-	-	-	7	23	-	-	4	132	-	-	-	-	-	-	-	440	-	6
Tracer	57	57	-	-	-	3	-	1	-	-	17	-	-	-	-	-	-	-	33	2	1
Postman (London)	710	710	-	-	-	17	5	30	1	12	28	-	-	-	-	-	-	-	552	-	65
Postman (Provincial)	1,394	1,394	-	-	-	7	6	8	13	3	14	-	-	-	-	-	-	-	1,283	-	60
Postwoman (Provincial)	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
Lineman, Mechanic, Tube Attendant, Porter, and Labourer.	138	138	-	-	-	4	2	7	1	2	12	-	-	-	-	-	-	-	93	10	7
PRISONS DEPARTMENT (ENGLAND):—																					
Clerk and Draughtsman, Surveyor General's Office.	11	-	-	11	-	1	-	-	-	-	-	-	-	9	-	-	-	1	-	-	-
Steward's Porter	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-
Subordinate Officer, Division I.	101	101	-	-	-	15	1	1	1	1	3	-	-	-	-	-	-	-	73	-	6
Ditto Division II.	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-
Assistant Matron	30	30	-	-	-	3	2	-	-	-	1	-	-	-	-	-	-	-	23	-	1
PRISONS DEPARTMENT (SCOTLAND):—																					
Warder	55	55	-	-	-	5	-	-	1	1	8	-	-	-	-	-	-	-	35	-	5
Female Warder	2	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Prison Guard	14	14	-	-	-	3	3	-	-	-	-	-	-	-	-	-	-	-	5	-	3

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TABLE A (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year rom January 1 to December 31, 1890, and the manner in which the cases decided in the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons																
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SUPREME COURT (ENGLAND):—																						
CHANCERY DIVISION:—																						
Lord Chancellor's Junior Clerk of the Chamber.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Second Class Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
PROBATE, DIVORCE, AND ADMIRALTY DIVISION:—																						
Third Class Clerk	8	8	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	6	-	-
Copying Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
OFFICE OF THE MASTERS IN LUNACY:—																						
Third Class Clerk	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
SUPREME COURT (IRELAND):—																						
CHANCERY DIVISION—[LORD CHANCELLOR'S SECRETARY'S AND CROWN AND HANAPER OFFICE]:—																						
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
EXCHEQUER DIVISION:—																						
Second Class Clerk	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-
QUEEN'S BENCH DIVISION:—																						
Messenger	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEMPORARY COMMISSIONS:—																						
Clerk	9	9	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	7	-	-
Clerk—Messenger	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Messenger	6	6	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	4	-	-
TRADE, BOARD OF:—																						
Engineer Surveyor	15	15	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	10	4
Shipwright Surveyor	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1

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TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year from January 1 to December 31, 1890.

(i.)—OPEN COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
OPEN COMPETITIONS FOR CLERKSHIPS OF THE SECOND DIVISION.	2	92	1,103	132	971	880	91*
COMPETITIONS OF BOY CLERKS FOR CLERKSHIPS OF THE SECOND DIVISION, under the provisions of Clause XI. of the Order in Council of 12th February 1876.	2	54	227	8	219	165	54†
OPEN COMPETITIONS FOR BOY CLERKSHIPS.	2	222	1,498	201	1,297	1,075	222
ADMIRALTY:—							
Assistant, Nautical Almanac Office.	1	1	15	4	11	10	1
Draughtsman at Outports -	1	2	3	—	3	1	2
Dockyard Apprentice - -	1	95	337	6	331	236	95
COLONIAL SERVICES:—							
Eastern Cadet - - -	1	6	70	11	59	53	6
Clerk, Jamaica Civil Service -	1	***	22	—	22	—	22
FOREIGN OFFICE:—							
Student Interpreter - -	1	5	33	1	32	27	5
INDIA CIVIL SERVICE:—							
Open Competition - -	1	47	214	9	205	158	47
Selected Candidates, Periodical Examinations.	2	—	96	1	95	—	95
Selected Candidates, Final Examination.	1	—	47	—	47	1	46
MILITARY EXAMINATIONS:—							
ROYAL MILITARY ACADEMY AND ROYAL MARINE ARTILLERY:—							
Candidates for entry -	2	120	531	27	504	384	120
ROYAL MILITARY COLLEGE AND ROYAL MARINE LIGHT INFANTRY:—							
Ordinary Candidates for entry, including those eligible for West India Regiments only.	2	294	1,063	76	987	693	294

* For 11 of these candidates no certificate had been granted up to the 31st December 1890.
† For 4 of these candidates no certificate had been granted up to the 31st December 1890.
*** In this case the number of vacancies was not stated.

TABLE B—(i). OPEN COMPETITIONS—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
MILITARY EXAMINATIONS—*cont.*							
ROYAL MILITARY COLLEGE AND ROYAL MARINE LIGHT INFANTRY—*cont.*							
University Candidates for entry.	2	24	69	15	54	30	24
NAVY:—							
Engineer Student - -	1	37	94	12	82	50	32
POST OFFICE:—							
Female Clerk - - -	2	125	1,049	77	972	847	125*
Male Telegraph Learner (London, Edinburgh, and Dublin).	4	140	1,153	227	926	786	140†
Female Telegraph Learner (London, Edinburgh, and Dublin).	5	107	2,036	169	1,867	1,760	107‡
Female Sorter - - - -	2	38	1,300	87	1,213	1,175	38
PRISONS DEPARTMENT (ENGLAND):—							
Clerk and Draughtsman in Office of Surveyor General of Prisons.	1	1	11	1	10	9	1
PUBLIC WORKS OFFICE (IRELAND):—							
Assistant Surveyor of Buildings	1	1	2	—	2	1	1
SCIENCE AND ART:—							
Assistant Keeper, Art - -	1	1	5	2	3	2	1
Junior Assistant, Art - -	1	1	9	2	7	6	1§
STATIONERY OFFICE:—							
Clerk - - - - -	1	3	8	2	6	4	2
WAR OFFICE:—							
Assistant Surveyor, Royal Engineer Department.	1	4	15	4	11	7	4
WORKS, OFFICE OF:—							
Junior Examiner - -	1	1	12	3	9	8	1

* For 23 of these candidates no certificate had been granted up to the 31st December 1890.
† For 32 of these candidates no certificate had been granted up to the 31st December 1890.
‡ For 50 of these candidates no certificate had been granted up to the 31st December 1890.
§ For this candidate no certificate had been granted up to the 31st December 1890.

TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year from January 1 to December 31, 1890.

(ii.)—LIMITED COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
ADMIRALTY:—							
Artificers for Promotion	43	*	999	294	705	*	*
BRITISH MUSEUM:—							
Assistant	2	3	15	3	12	9	3
COLLECTOR GENERAL OF RATES, DUBLIN:—							
Collector	1	1	6	2	4	3	1
COMMONS, HOUSE OF:—							
DEPARTMENT OF THE CLERK OF THE HOUSE:—							
Clerk	2	2	12	—	12	10	2
CONSTABULARY, ROYAL IRISH:—							
Cadets	1	3	14	4	10	7	3
Constables for Promotion	1	*	153	10	143	*	*
FOREIGN OFFICE:—							
Clerk	1	1	6	—	6	5	1
Clerk [Librarian's Department].	1	3	7	—	7	4	3
DIPLOMATIC SERVICE:—							
Attaché	1	2	6	1	5	3	2
HOME OFFICE:—							
Inspector of Factories and Workshops.	1	3	7	4	3	2	1
INDIA FOREST SERVICE:—							
Candidates for entry	1	15	47	7	40	25	15
IRISH LIGHTS OFFICE:—							
Clerk (Lower Grade)	1	1	5	2	3	2	1
LORDS, HOUSE OF:—							
Clerk, Parliament Office	2	2	10	2	8	7	1
MERCANTILE MARINE OFFICES:—							
Temporary Clerk	1	4	8	—	8	4	4
Boy Clerk	1	4	13	3	10	6	4
METROPOLITAN POLICE:—							
COMMISSIONERS' OFFICE:—							
Officers for Promotion	15	*	307	2	305	48	257
MINT:—							
Assistant Assayer	1	1	7	1	6	5	1
Assistant to Assayers [Melbourne Branch].	1	1	9	1	8	7	1
NATIONAL EDUCATION OFFICE (IRELAND):							
Inspector	2	4	17	2	15	11	4
NAVY:—							
Cadet	2	114	310	64	246	132	114
Assistant Clerk	2	21	145	19	126	105	21
TRINITY HOUSE:—							
Extra Clerk	1	1	5	—	5	4	1
Boy Clerk	1	1	5	—	5	4	1

* In these cases the number of vacancies was not stated.

The following Competitions were in progress on 31st December 1890, but had not been finally disposed of.

Department, &c.	Number of Competitions.	Number of Situations to be competed for.	Number of Competitors.
COMMONS, HOUSE OF:—			
Department of the Clerk of the House:—			
Clerk	1	1	6
CONSTABULARY, ROYAL IRISH:—			
Constables for Promotion	1	*	17
FOREIGN OFFICE:—			
Diplomatic Service:—			
Attaché	1	3	14
INDIA CIVIL SERVICE:—			
Selected Candidates, Periodical Examination.	1	—	49
IRISH LIGHTS OFFICE:—			
Clerk (Lower Grade)	1	1	5
METROPOLITAN POLICE:—			
Officer for Promotion	1	—	1
MILITARY EXAMINATIONS:—			
Royal Military College, Sandhurst:—			
Ordinary Candidates for entry, including those eligible for West India Regiments only.	1†	147	710
University Candidates for entry	1†	12	38
POST OFFICE:—			
Female Telegraph Learner (London, Edinburgh, and Dublin).	3†	29	850
Female Sorter	1†	25	583
TRINITY HOUSE:—			
Second Class Clerk	1	1	5
Boy Clerk	1	1	5

* In this case the number of vacancies was not stated.
† These were Open Competitions.

TABLE C.—COMPARATIVE STATEMENT of the CASES dealt with, under the Order in Council of 4th June 1870, during the years 1889 and 1890.

—	1889.	1890.
Candidates who were passed and certificated - -	4,355	5,705
„ who were rejected on literary examination -	1,026	977
„ who were ineligible in respect of age -	33	37
„ who were ineligible in respect of health -	91	139
„ who were ineligible in respect of character	36	29
„ who were unsuccessful in competition -	6,969	6,815
„ who passed preliminary test examinations	424	512
„ who failed in preliminary test examinations	513	614
„ who did not proceed to examination -	1,198	1,305
	14,645	16,133

TABLE D.—STATEMENT of PRINCIPAL COMPETITIONS, OPEN AND LIMITED, disposed of in 1889 and 1890.

DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Situations competed for.		Competitors.	
	1889.	1890.	1889.	1890.	1889.	1890.
Under the Order in Council of June 4th, 1870.						
†Clerkships, Second Division - - -	1	2	20	92	147	1,103
Competitions of Boy Clerks for Clerkships of the Second Division, under the provisions of Clause XI. of the Order in Council of 12th February 1876 - - -	—	2	—	54	—	227
†Boy Clerkships - - - -	2	2	95	222	1,202	1,498
†Admiralty :—Accountant Clerk, Outports -	2	—	2	—	16	—
†Admiralty :—Draughtsman at Outports -	1	—	2	—	8	—
Office of Works :—Assistant Surveyor -						
†Admiralty :—Draughtsman, Hydrographical Department - - - - -	1	—	2	—	7	—
†Admiralty :—Assistant, Nautical Almanac Office - - - -	—	1	—	1	—	15
†Admiralty :—Draughtsman at Outports -	—	1	—	2	—	3
British Museum :—Assistant - - -	2	2	2	3	8	15

† Competitions marked thus (†) were open competitions.

TABLE D.—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Number of Situations competed for.		Number of Competitors.	
	1889.	1890.	1889.	1890.	1889.	1890.
Commons, House of:—Clerk	—	2	—	2	—	12
Foreign Office:—Clerk	2	1	3	1	24	6
Foreign Office:—Clerk, Librarian's Department	—	1	—	3	—	7
Foreign Office:—Attaché	—	1	—	2	—	6
†Foreign Office:—Student Interpreter	—	1	—	5	—	33
Home Office:—Assistant Inspector of Mines	1	—	2	—	8	—
Home Office:—Inspector of Factories and Workshops	—	1	—	3	—	7
†Inland Revenue:—Assistant of Excise	1	—	20	—	982	—
Lords, House of:—Clerk, Parliament Office	—	2	—	2	—	10
Mint:—Assistant Assayer	—	1	—	1	—	7
Mint:—Assistant to Assayers (Melbourne Branch)	—	1	—	1	—	9
†Patent Office:—Draughtsman	1	—	1	—	18	—
Post Office:—Factory Clerk	1	—	5	—	19	—
†Post Office:—Female Clerk	2	2	80	125	758	1,049
†Post Office:—Telegraph Learner { Male	6	4	178	140	1,752	1,153
Female	4	5	109	107	2,199	2,036
†Post Office:—Female Sorter	2	2	44	38	1,255	1,300
†Prisons Department, England:—Clerk and Draughtsman in Office of Surveyor General of Prisons	—	1	—	1	—	11
†Public Works Office, Ireland:—Assistant Surveyor of Buildings	—	1	—	1	—	2
†Science and Art Department:—Junior Assistant, Art Branch	1	1	2	1	8	9
†Science and Art Department:—Assistant Keeper, Art Branch	—	1	—	1	—	5
†Stationery Office:—Assistant Examiner of Paper	1	—	1	—	41	—
†Stationery Office:—Clerk	—	1	—	3	—	8
†War Office:—Assistant Surveyor, Royal Engineer Department	1	1	5	4	24	15
†War Office:—Assistant to Professor of Chemistry, Royal Military Academy	1	—	1	—	8	—
†Works, Office of:—Junior Examiner	—	1	—	1	—	12
Not under the above-mentioned Order.						
†Admiralty:—Apprentice in H.M. Dockyards	1	1	91	95	323	337
Collector General of Rates, Dublin, Office of:—Collector	—	1	—	1	—	6
†Colonial Services:—Eastern Cadet	1	1	12	6	61	70
†Colonial Services:—Clerk, Jamaica Civil Service	1	1	‡	‡	27	22
Constabulary, Royal Irish:—Cadet	2	1	9	3	70	14
†County Surveyor, Ireland	1	—	3	—	19	—
†India Civil Service	1	1	49	47	241	214
India Forest Service	1	1	12	15	36	47

† Competitions marked thus (†) were open competitions.
‡ The number of vacancies in these cases was not stated.

TABLE D.—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Situations competed for.		Competitors.	
	1889.	1890.	1889.	1890.	1889.	1890.
Irish Lights Office :—Clerk, (Lower Grade) -	—	1	—	1	—	5
Mercantile Marine Offices :—Clerk - -	1	—	3	—	10	—
Mercantile Marine Offices :—Temporary Clerk	1	1	1	4	2	8
Mercantile Marine Offices :—Boy Clerk -	—	1	—	4	—	13
Metropolitan Police :—Assistant Clerk, Receiver's Office - - - - -	1	—	1	—	3	—
National Education Office, Ireland :—Inspector	2	2	3	4	14	17
†Royal Military Academy, Woolwich -	2	2	120	120	484	531
†Royal Military College, Sandhurst - -	2	2	317	318	1,049	1,132
Royal Navy :—Cadet - - - - -	3	2	130	114	303	310
Royal Navy :—Assistant Clerk - -	2	2	26	21	153	145
†Royal Navy :—Engineer Student - -	1	1	25	37	183	94
†Supreme Court of Judicature, Ireland :—Clerk	1	—	1	—	75	—
Trinity House :—Second Class Clerk - -	1	—	1	—	5	—
Trinity House :—Extra Clerk - - -	1	1	1	1	5	5
Trinity House :—Boy Clerk - - -	1	1	1	1	6	5

† Competitions marked thus (†) were open competitions.

TABLE E.—Showing the CAUSES of NON-ACCEPTANCE by DEPARTMENTS of SECOND DIVISION CLERKS and BOY CLERKS assigned to them (1876-1890).

Cause of Non-acceptance.	Second Division Clerks.	Boy Clerks.
Inefficiency - - - -	23	29
Offences against official rules, &c. -	2	2
Health unsatisfactory - - - -	52	60
Character unsatisfactory - - -	2	1
Age unsatisfactory (too near the higher limit)* -	—	6
,, (too low for special duties) -	1	—
Physical unfitness and carelessness - -	—	1
Inability to take up appointment - - -	2	2
Cause not stated - - - - -	2	—
	84	101

* The inconvenience arising from this cause was explained in our 24th Report.

THIRTY-SIXTH REPORT

OF

HER MAJESTY'S

CIVIL SERVICE COMMISSIONERS,

WITH

APPENDIX.

Presented to both Houses of Parliament by Command of Her Majesty.

CX-1-8

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THIRTY-SIXTH REPORT.

MAY IT PLEASE YOUR MAJESTY,

I humbly offer to Your Majesty the Report of the Civil Service Commission for the year 1891.

This Commission has sustained a heavy loss owing to the superannuation of Sir George Webbe Dasent at the close of the last financial year. Appointed Commissioner in 1870, before the principle of Open Competition was applied to the Home Civil Service, he helped, in conjunction with the late Sir Edward Ryan, aided by the late Mr. Theodore Walrond, then Secretary to the Commissioners, to organise the new system; he continued to watch over and guide its development; and whatever success has attended its administration has been largely due to his ability and judgment.

The Order in Council of 15th August 1890, has also deprived the Commission of the services of Mr. Edward Poste, late Director of Examinations, who for many years rendered valuable assistance to the Department in the conduct of its business by his wide learning and experience.

The total number of cases dealt with by us in the year 1891 was 31,886,* which may be distributed under the following heads:— Number of cases dealt with in 1891.

I. Cases falling under the Order in Council of June 4th, 1870 - - -			21,744
II. Cases not falling under this Order, viz.:—			
(*a.*) For Home Services - -	2,031		
(*b.*) For Indian Services - -	380		
(*c.*) For Military Services - -	7,015		10,142
(*d.*) For Naval Services - -	573		
(*e.*) For Colonial Services - -	143		
Total - - -			31,886

Compared with the year 1890 these figures show an increase, under head I., of 5,611, and an increase, under head II., of 1,429, the result in the aggregate being an increase of 7,040.

HOME SERVICES.

During the year under review the results of 75 competitions (excluding the Indian, Military, Naval, and Colonial Services) were announced, of which 39 were Open Competitions. Competitions in 1891.

* In this and similar statements a candidate who appeared twice (or oftener) is counted as two (or more) candidates.

These included one competition for Assistantships of Excise and one for Out-door Officerships of Customs, competitions for these appointments having been resumed after temporary suspension. Competitions for Class I., appointments in the Civil Service, were also resumed, two such examinations having been held, one specially for four vacancies in the Public Record Office, England, and the other for existing and prospective vacancies in Class I. and the Higher Division; the result of the latter, however, was not ascertained until after the 31st December.

During the year two vacancies of a kind, usually filled by Open Competition under the Class I. Regulations, were provided for by transfer and two by promotion.

Six vacancies among Assistant Surveyors of Taxes were filled by the promotion of Second Division Clerks.

SECOND DIVISION.

Second Division Clerks are now employed in 60 Departments.

Two Open Competitions for Second Division Clerkships (including competitions under Clause XI. of the Order in Council of 12th February 1876) were held in 1891. At these examinations 1,509 candidates competed for 235 appointments.

Number of appointments in the sixteen years 1876–1891.

The entire number of Second Division Clerks appointed since the date (12th February 1876) of the Order in Council which created the Division was, at the end of last year, 3,585; including 700 exceptionally appointed chiefly from the class of Temporary Copyists.

Assignments for temporary duty.

The number of Second Division Clerks assigned during the year 1891 for temporary duty was 65.

Transfers.

Thirty-one Clerks were transferred from one Department to another in 1891. The entire number of such transfers since the Order in Council of February 1876 is 437.

Probation.

There were eight cases last year of the rejection of a Clerk on probation. Out of the whole number who have been admitted on probation, 92 have been rejected, of whom 69 were allowed further trials, which, so far as is at present known, have in no case proved unsatisfactory. The reasons for the rejections are given in detail at p. 42 of the Appendix.

Choice amongst Departments.

Under the rule laid down in 1884, by which Second Division Clerks are allowed to name the Departments in which they would prefer to serve, it was found to be possible last year to give effect to these preferences in 158 cases. In 47 other cases, however, it was necessary to disregard them in order to meet the exigencies of the Public Service. No Clerk, however, has been forced to serve in any particular Department unless all above him on the list had declined to serve there.

Boy Clerks.

Two examinations for Boy Clerkships were held in 1891. The number of boys to be selected was 272; and 1,033 candidates presented themselves. The aggregate numbers for the sixteen

years, 1876–1891, were 13,992 candidates and 1,875 vacancies. Of these 13,992, however, 7,169 failed to show a competent proficiency in the obligatory subjects, handwriting, spelling, and arithmetic; so that the number of qualified competitors was reduced to 6,823, or between three and four for every vacancy.

Probation of Boy Clerks.

Three Boy Clerks were returned to us last year as having failed to pass their probation, all of whom have since been assigned to other Departments. The grounds of rejection were unsatisfactory health in one case, in the others inefficiency, &c.

In all 104 Boy Clerks have been rejected on probation, of whom 87 have been allowed a fresh trial in other Departments; the remainder have either resigned or have been removed from the list as unfit for the Service generally.

Competitions for technical appointments.

Of the 39 Open Competitions for the Home Service, the results of which were announced during the year, seven were for situations of a professional or technical character, open only to persons who had undergone a certain amount of previous technical training, as explained in our twenty-ninth Report.

Competitions for non-technical appointments.

Of the 32 non-technical competitions, 16 were for appointments in the Post Office. In 9 of these 16, 3,952 female candidates entered themselves for 364 situations; and in 7, 1,448 boys competed for 222 situations.

Post Office appointments.

These figures show that the average number of female candidates competing for each situation, which was 27 in 1888, and had fallen to 18 in 1889 and to 16 in 1890, had further fallen in 1891 to 11.

Temporary Copyists. Men.

The total number of Men Copyists on the Register on the 31st December last was 735; and the number in actual employment, as nearly as can be stated, 708.

Bonus and gratuity.

In pursuance of the provisions of the Minute issued by the Lords of the Treasury in December 1886, allowing bonus and gratuity under certain conditions to be paid to Copyists, we have paid in the course of the year in all 1,097 bonuses amounting to 4,888*l.*, and gratuities in 46 cases amounting to 3,037*l.*

Boy Copyists.

The number of Boy Copyists added to the Register in 1891, after passing the prescribed examination, was 514; the number of candidates from whom they were selected having been 1,405. Besides the above, 52 were registered in virtue of the rule enabling successful candidates at examinations for Boy Clerkships to serve as Boy Copyists pending their appointment as Boy Clerks. During the same period the number of withdrawals and removals was 410. The total number on the Register at the end of the year was 1,018, and the number serving 847.

Clause VII. of the Order in Council of 4 June 1870.

The number of applications made to us, in 1891, for the grant of certificates under the exceptional provisions of Clause VII. of the Order in Council of 4th June 1870 amounted to 335. This

clause has now been used in 2,803 cases altogether; in the great majority of which examination has been wholly dispensed with. Certificates have been granted in 2,591 cases, and refused in 91.

INDIAN SERVICES.

Civil Service of India.

The annual open competition for the Civil Service of India began early in June 1891. Thirty-two appointments were offered, which were distributed as follows amongst the several Presidencies, &c.:—

North-West Provinces, Punjab, Oudh, and Central Provinces - - - -	14
Bengal, Lower Provinces, including Assam -	8
Madras - - - - -	4
Bombay - - - - -	4
Burma - - - - -	2

The number of competitors was 148, or less than five for each vacancy.

In July 49 candidates who had completed their two years' term of probation in this country came up for their final examination. With one exception, that of a candidate who was disqualified in the medical examination, all of these candidates were pronounced duly qualified for admission to the Civil Service of India.

India Forest Department.

The annual examination for the Forest Service of India was held in June. Thirty-four candidates attended, of whom the required number, viz., twelve, were selected for admission to Cooper's Hill College.

MILITARY SERVICES.

Military Preliminary Examinations.

Four Preliminary Examinations for the Army were held during the year 1891, viz., in March, June, September, and December. Of the 4,202 candidates who entered, 945 passed the examination, and 798 of the remainder passed in not less than three of the prescribed subjects, thereby securing exemption from re-examination in those subjects, as provided for under present Regulations.

Royal Military College.

Two "Further" Examinations were held as usual in the year for Cadetships in the Royal Military College. In the summer 500, and in the winter 591, candidates competed; the number of cadetships offered at the summer examination being 147 (of which 125 were for infantry, 15 for cavalry, and 7 for West India regiments). At the winter examination 121 cadetships were offered (of which 100 were for infantry, 15 for cavalry, and 6 for West India Regiments). In addition, 36 University

candidates competed during the year for 20 Cadetships, and 31 candidates were examined, of whom 24 passed, as Queen's Cadets, Queen's Indian Cadets, or Page of Honour.

Royal Military Academy.

For the Royal Military Academy, Woolwich, two competitive examinations were held. At the June examination 216 competitors presented themselves, but as 114 failed in the obligatory portion of the examination and one subsequently withdrew from the examination, only 101 qualified candidates competed for the 60 vacancies offered. At the November examination there were 190 candidates, of whom 106 failed to pass the obligatory part of the examination, so that there remained only 84 qualified competitors for the 50 vacancies announced.

Royal Marine Artillery.

Two commissions in the Royal Marine Artillery were offered to the candidates who attended these examinations.

Lieutenants of Militia.

Two examinations were also held (in April and October) for Lieutenants of Militia desirous of qualifying themselves, so far as literary subjects are concerned, for admission to subsequent competitions in military subjects for commissions in the Regular Army. The April examination was attended by 134 candidates, of whom 97 qualified; the October examination by 76 candidates, of whom 50 qualified.

During the year also eleven candidates were examined under the Regulations for the Examination of Officers of the Colonial Local Military Forces for Commissions in the Army, six of whom were successful.

Two examinations of Officers of the Army in Modern Foreign Languages were also held in 1891. These were attended by 98 candidates, of whom 52 passed the minimum qualifying examination, 25 were declared to be qualified as Interpreters, and three others satisfied the preliminary test imposed upon candidates desiring to continue their linguistic studies abroad.

Naval Services.

Naval Cadets.

Two examinations were held in 1891 of boys nominated by the Lords of the Admiralty to compete for Naval Cadetships. At the June examination 140 boys competed for 59 ordinary Cadetships, and at the November examination 132 boys competed for 60 ordinary Cadetships. At the June examination, as also at the November examination, one boy passed the test examination prescribed for "Service" Cadets, *i.e.*, Cadets selected by the Board of Admiralty from sons of meritorious officers in the Army, Navy, or Marines. According to the Admiralty Regulations, a certain number of Cadetships are given annually to sons of gentlemen in the Colonies, on the recommendation of the Secretary of State for the Colonies. Five such candidates were nominated in the year 1891, but they all failed to pass the qualifying examination, which usually takes place at Colonial

stations on board the Admiral's ship, under the superintendence of a chaplain or other officer, examination papers being sent from this office for the purpose.

Assistant Clerkships in the Navy.

Two competitions were held in 1891 for Assistant Clerkships in the Navy. At the earlier competition, held in June, 31 boys nominated by the Lords of the Admiralty competed for five ordinary vacancies, and one boy was subjected to a qualifying examination, which he passed, for the one Clerkship which is reserved annually for sons of officers of the Navy who have distinguished themselves in the Service. At the second examination, held in November, 55 boys, similarly nominated, competed for thirteen Assistant Clerkships of the ordinary kind.

Naval Instructors.

One candidate underwent the preliminary examination for the post of Naval Instructor but failed.

Engineer Students.

An open competition was held in April for Engineer Studentships in the Navy. The competition was attended by 94 candidates, 39 of whom passed a qualifying examination, and were admitted.

Simultaneously with the competitive examination eight other candidates nominated by the Lords of the Admiralty were subjected to a qualifying examination for as many studentships. Three only reached the qualifying standard.

Dockyard apprentices.

An open competitive examination was held as usual in April for the entry of Apprentices in Her Majesty's Dockyards. There were 363 candidates, of whom 272 passed a qualifying examination, and 110 were admitted.

Colonial Services.

Eastern Cadetships.

An Open Competition for Eastern Cadetships was held in August 1891. Forty-nine candidates attended the examination, which was for seven vacancies, two in the Straits Settlements and five in Ceylon.

Civil Service of Jamaica.

An examination for the Civil Service of Jamaica was held in that island in 1891, which was attended by 29 candidates.

Fees.

Fees.

The value of the fee stamps presented by candidates at examinations held in the year 1891 was 12,014*l.*, against 11,349*l.* in the previous year.

EXAMINERS.

The following list contains the names of the gentlemen who, under the general superintendence of our Director of Examinations, Mr. Poste, and the Permanent Examiners, Mr. Butler, Mr. Bonar, and Mr. Sargant, assisted us on various occasions during the year in the conduct of our examinations:—

English Language and Literature; Geography; History, &c.—Rev. J. H. Abrahall; T. Arnold; A. J. Ashton; T. H. Attwater; Maj.-Gen. J. P. Battersby; A. J. M. Bell; Professor J. F. Blake; R. Booth; H. C. Bowen; Rev. A. Caldecott; A. Cardew; C. W. Chute; Rev. Dr. W. O. Cleave; J. Hastings Crossley; Col. A. M. Delavoye; Professor E. Dowden; W. B. Duffield; T. J. Dymes; J. G. Fitch; W. Fitzpatrick; H. R. Francis; Professor S. R. Gardiner; Rev. H. B. George; C. J. Griffiths; T. W. Haddon; Dr. Fitzedward Hall; Rev. J. F. Heyes; Rev. J. N. Hoare; J. C. Horobin; E. E. Humphreys; H. Johnson; Professor T. Rupert Jones; Lt.-Col. C. C. King; Professor W. Knight; Rev. Dr. T. H. L. Leary; W. Little; R. Lodge; H. E. Malden; Professor J. M. D. Meiklejohn; F. C. Montague; Professor H. Morley; E. Myers; G. K. Paley; H. A. Perry; F. York Powell; Rev. W. Bedell Stanford; W. Stebbing; G. F. Stevenson; Professor R. Y. Tyrrell; F. C. Walrond; C. Knight Watson; P. F. Willert; Rev. C. J. Wynne.

Holy Scripture.—Rev. Dr. W. O. Cleave; Rev. Dr. T. H. L. Leary; Rev. E. Ledger.

Greek and Latin Languages, Literature, and History.—E. Abbott; Rev. J. H. Abrahall; A. J. Ashton; A. J. M. Bell; A. Cardew; C. W. Chute; Rev. Dr. W. O. Cleave; J. Hastings Crossley; Rev. T. Field; Professor A. Goodwin; T. W. Haddon; J. A. Hamilton; Rev. H. A. Holden; Rev. Dr. T. H. L. Leary; G. E. Marindin; F. C. Montague; E. Myers; Rev. O. Ogle; Rev. T. L. Papillon; H. A. Perry; J. Y. Sargent; Professor R. Y. Tyrrell; Professor G. C. Warr; Rev. R. Whiston.

French.—Professor R. Atkinson; S. Barlet; A. O. D. Bartholyns; J. Boïelle; Henri Bué; A. Cardew; Rev. A. C. Clapin; A. Cogery; Rev. J. Congreve; D. R. de Fontanier; Col. A. M. Delavoye; A. Esclangon; Rev. J. Fuller; A. H. Douglas-Hamilton; Alfred Hamonet; A. Huguenet; Henri Van Laun; H. W. G. Markheim; L. Stièvenard; Henri Testard.

German.—Dr. F. Althaus; Professor R. Atkinson; E. L. Milner Barry; Dr. N. Heinemann; Dr. E. Oswald; Rev. Dr. J. J. Overbeck; T. Bailey Saunders; Dr. H. Oskar Sommer; Dr. J. Wallraf; W. Wallraf; H. S. Beresford Webb; H. J. Wolstenholme.

Italian.—Professor R. Atkinson; C. C. Lacaita; Rev. Dr. E. Moore; Signor A. Nathan; Signor V. Papucci.

Irish.—Rev. Professor J. Goodman.

Spanish.—Don Ramon Tejada.

Portuguese.—Professor A. Peixoto.

Russian.—E. A. Cazalet.

Turkish.—Rev. A. Tien.

Arabic.—Capt. A. M. Mantell; Rev. A. Tien.

Syriac.—Rev. A. Tien.

Sanskrit.—Professor E. B. Cowell.

Hebrew.—Dr. A. Neubauer.

Mathematics, Pure and Mixed.—T. H. Attwater; Dr. W. H. Besant; Rev. J. Bond; J. Brill; S. O. Buckmaster; Professor A. S. Butler; Professor M. W. Crofton; F. Baden Fuller; Professor W. Garnett; J. G. Hay Halkett; Professor H. Hart; Professor C. J. Lambert; Rev. W. H. Laverty; Rev. E. Ledger; J. Lyon; Major P. A. Macmahon, F.R.S.; S. P. Micholls; Professor C. Niven; G. K. Paley; F. Tillyard; Rev. G. S. Ward; Rev. Dr. H. W. Watson; Professor B. Williamson.

Chemistry; Electricity and Magnetism; Heat and Light; Geology and Mineralogy; Physics; Physical Geography.—A. J. M. Bell; J. Brill; Professor A. S. Butler; Professor G. F. Fitzgerald; W. T. Goolden; H. Wilson Hake; C. T. Heycock; Professor T. Rupert Jones; Lt.-Col. C. C. King; Professor V. B. Lewes; Professor G. D. Liveing; J. E. Marr; H. F. Newall; Professor J. E. Reynolds; Professor W. J. Sollas; Professor J. J. Thomson.

Botany.—Zoology.—Professor E. Ray Lankester, Dr. M. T. Masters; Professor W. J. Sollas; Professor S. H. Vines.

Moral Sciences, Logic, and Political Economy.—S. Alexander; H. F. B. Compston; Professor F. Y. Edgeworth; Professor H. S. Foxwell; W. E. Johnson; W. Little; F. C. Montague; E. Myers; Professor W. Wallace.

Law and History (Constitutional and Political).—A. J. Ashton; R. Campbell; K. E. Digby; W. B. Duffield; R. Lodge; F. C. Montague; E. Myers; G. K. Paley; W. B. Prosser; T. Raleigh.

Factories and Factory Legislation.—Dr. G. P. Bate; Major W. H. Beadon; C. Kinloch Cooke.

Architecture, Civil Engineering and Surveying, Mechanical Engineering, Practical Geometry, and Geometrical Drawing, &c.—Capt. S. D. Cleeve; Professor T. H. Eagles; B. Fletcher, F.R.I.B.A.; W. T. Goolden; Lt.-Col. C. C. King; Major-Gen. C. E. Luard; J. Lyon; W. H. Mills; Col. H. C. Seddon; Maj.-Gen. J. P. Smith; W. Castle Turner, C.E.; H. Ward, C.E.

Freehand Drawing.—R. M. Alexander; Professor T. H. Eagles; Rev. W. Kingsley.

Book-keeping.—E. E. Humphreys; B. Whishaw.

School Management and Organisation.—J. G. Fitch.

Vocal Music.—Dr. J. F. Bridge.

Practical Farming.—Professor J. W. Wallace; Professor R. Wallace.

Mining.—H. Bauerman.

Sanitary Engineering.—Major-Gen. C. E. Luard; H. Ward, C.E.

Industrial Arts.—Professor T. H. Eagles.

Knowledge of Furniture.—J. H. Donaldson.

Shorthand.—W. H. Gurney Salter.

Employed at the Periodical and Final Examinations of the Candidates selected for the Civil Service of India.

Jurisprudence.—Professor E. C. Clark; C. P. Ilbert, C.S.I., C.I.E.

Law of India, &c.—C. P. Ilbert, C.S.I., C.I.E.

Notes of Cases, and Law of Evidence.—Kenelm E. Digby; T. S. Soden.

History and Geography of India.—H. G. Keene, C.I.E.

Political Economy.—W. C. Sidgwick.

Hindustani.—Dr. Fitzedward Hall; J. T. Platts.

Telugu.—L. Forbes.

Hindi.—Dr. Fitzedward Hall.

Bengali.—W. S. Seton-Karr.

Marathi.—Rev. S. D. Bhabha; Rev. Dr. J. Murray Mitchell.

Tamil.—E. W. Bird; Rev. S. Hobbs.

Gujarati.—Rev. S. D. Bhabha.

Burmese.—Lieut.-General Horace A. Browne.

Sanskrit.—Dr. Fitzedward Hall.

Persian.—M. Kempson; E. H. Whinfield.

Arabic.—Rev. A. Tien.

Agricultural Chemistry.—Dr. J. A. Voelcker.

Geology.—P. H. Carpenter, D.Sc., F.R.S.

Riding.—Lieut.-Col. J. M. Murray, R.H.A.; Major F. A. Yorke, R.H.A.

Superintendent of Examinations in Dublin.—G. Johnstone Stoney, F.R.S.

Superintendent of Examinations in Edinburgh.—Professor G. Baldwin Brown.

All which I humbly submit to Your Majesty's most gracious consideration.

Witness my hand, this 25th day of July one thousand eight hundred and ninety-two.

W. J. COURTHOPE.

APPENDIX.

CORRESPONDENCE.

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CORRESPONDENCE.

HOME CIVIL SERVICE.

Board of Agriculture.

BOARD OF AGRICULTURE.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 29th July 1891.

Travelling Inspectors.

WITH reference to your letter of the 9th December 1878,* intimating that the assent of the Lords Commissioners of Her Majesty's Treasury had been given to the general application of clause 7 of the Order in Council of 4th June 1870 to the situations of Assistant Inspector, Chief Travelling Inspector, and Travelling Inspector in the then existing Veterinary Department of the Privy Council Office;

I am directed by the Civil Service Commissioners to request, that they may be informed whether they may now regard that assent as continued to the corresponding situations under the present Board of Agriculture.

The Commissioners make this inquiry because they have been requested to take steps for the issue of a certificate under clause 7 in favour of *A. B.*, whom the President of the Board of Agriculture has nominated to the situation of Travelling Inspector.

I have, &c.

The Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 5th August 1891.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to acknowledge the receipt of your Secretary's letter of the 29th ultimo, and in reply to acquaint you that the directions given by letter of the 9th December 1878, respecting certain situations attached to the Veterinary Department of the Privy Council, apply to those situations which are now transferred to the Board of Agriculture.

If, however, you have any doubt whether competition should not be substituted for nomination under clause 7 of the Order in Council of the 4th June 1870, my Lords are ready to consider any reasons you may wish to give in favour of the change.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 15th December 1891.

WITH reference to my letter of the 29th of July last, and to your reply thereto of the 5th of August;

* Not printed.

Board of Agriculture.

Travelling Inspectors.

I am directed by the Civil Service Commissioners to transmit, for the information of the Lords Commissioners of Her Majesty's Treasury, the enclosed copy of correspondence,* which has taken place between this Department and the Board of Agriculture respecting the conditions of appointment to the situation of Travelling Inspector under the above-mentioned Board.

It will be observed from the last paragraph of my letter to the Board of Agriculture of the 12th instant, that the Commissioners are now strongly of opinion that the qualifications for the appointment in question, as recently set forth by the Board of Agriculture, do not appear to justify, still less to necessitate, a continued exemption of candidates for this appointment from the ordinary rules of examination.

The Commissioners think it right to call the attention of their Lordships to this circumstance in view of the statement contained in the last paragraph of your letter of the 5th of August last which is referred to above.

I have, &c.

The Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 1st February 1892.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to state that my Lords have carefully considered Mr. Lockhart's letter of the 15th December last, together with the accompanying copy of correspondence between your Commission and the Board of Agriculture, as to the conditions of appointment to the situation of Travelling Inspector under the Board.

In reply, I am to state that my Lords concur in opinion with your Commission that the qualifications for the said office, which are described by the Board of Agriculture in this correspondence, are not such as to justify a continued exemption of candidates from the ordinary rules of examination.

I have, &c.

COUNTY AND DISTRICT SURVEYORSHIPS.

District Surveyors.

The Secretary, Civil Service Commission, to the Under Secretary for Ireland.

SIR, 19th October 1891. County Dublin.

I AM directed by the Civil Service Commissioners to transmit, for the information of the Lord Lieutenant, the enclosed copy of correspondence which has taken place between the Dublin County Grand Jury and this Department on the subject of a vacant Surveyorship in the Dublin District.

I have, &c.

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* Not printed.

DISTRICT SURVEYORS.

County Dublin.

ENCLOSURE 1.

Secretary's Office, County Grand Jury Room,
Four Courts, Dublin,
14th October 1891.

SIR,

I REGRET to have to apprize you that one of the District Surveyorships of the County of Dublin has become vacant through the death of Mr. A. B.

Under the provisions of 19 & 20 Vict. cap. 63. sec. 16, the Finance Committee of the County Dublin are empowered to appoint, from amongst the persons duly qualified in that behalf, a surveyor to the vacant district who may act until next presenting term (at Easter).

It is within the knowledge of the Finance Committee that an examination is now being held in Dublin by the Civil Service Commissioners to qualify persons to act as County or District Surveyors in Ireland. And I beg to know, for the information of the Finance Committee, if candidates for the temporary appointment will be available from amongst the number of those who may become qualified.

I am, &c.
(Signed) R. T. BLACKBURNE,
Secretary, Co. Dublin Grand Jury.

The Secretary,
Civil Service Commissioners,
London, S.W.

ENCLOSURE 2.

Secretary's Office, County Grand Jury Room,
Four Courts, Dublin,
15th October 1891.

SIR,

HAVING reference to my communication of yesterday's date, as to the vacant Surveyorship in County Dublin, I am directed by the Finance Committee of the County Dublin to specially draw the attention of the Civil Service Commissioners to the very serious inconvenience that will exist in the county until the vacancy shall be filled. The Finance Committee, therefore, hope that on the result of the examination now being held an appointment can be made of one of the candidates whose qualifications may be certified by the Civil Service Commissioners.

I am, &c.
(Signed) R. T. BLACKBURNE,
Secretary, Co. Dublin Grand Jury.

The Secretary,
Civil Service Commissioners,
London, S.W.

ENCLOSURE 3.

Civil Service Commission,
16th October 1891.

SIR,

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letters of the 14th and 15th instant, and in reply I am to state that as soon as the result of the competition, which is now being held under the enclosed regulations, has been ascertained the Commissioners will furnish the Finance Committee of the County of Dublin with a list of the names of any of the candidates at that examination who may be certified by this Board as qualified to act temporarily as Deputy County or District Surveyors in Ireland. Such list will probably not be ready until after the middle of November, before which time the Commissioners will not be in a position to state whether any of the candidates at the present competition will be both qualified and available for the temporary appointment now in question.

I am to add, however, that, if it should be the wish of the Finance Committee, the Civil Service Commissioners could at once furnish the names of persons who, having been candidates at former open competitive examinations for County and District Surveyorships in Ireland, and having satisfied the prescribed conditions, have already been certified as eligible to act temporarily as deputies.

I have, &c.
(Signed) J. S. LOCKHART.

The Secretary,
County Dublin Grand Jury,
Four Courts, Dublin.

DISTRICT SURVEYORS.

County Dublin.

The Secretary, Civil Service Commission, to the Under Secretary for Ireland.

SIR, 3rd November 1891.

WITH reference to my letter of the 19th ultimo, I am directed by the Civil Service Commissioners to transmit, for the information of the Lord Lieutenant, the enclosed copy of further correspondence which has taken place between the Secretary of the Dublin County Grand Jury and this Department on the subject of a vacant District Surveyorship.

I have, &c.

ENCLOSURE 1.

Secretary's Office, County Grand Jury Room,
Four Courts, Dublin,
28th October, 1891.

SIR,

I AM directed by the Finance Committee of the County Dublin to acknowledge, with thanks, the receipt of your communication of the 16th instant.

In reply thereto I am to point out that the Finance Committee have no power to make an appointment from amongst persons certified as qualified to act as *Deputy* County or District Surveyors only.

The Finance Committee can only appoint a duly qualified District Surveyor.

I am, therefore, to ask if a list of names will be furnished to the Finance Committee by the Civil Service Commissioners, when the result of the present competition is known, from whom a gentleman can be selected who will receive the requisite certificate to act as a District Surveyor.

I have, &c.
(Signed) R. T. BLACKBURNE,
Secretary, County Dublin Grand Jury.

The Secretary,
Civil Service Commissioners,
London, S.W.

ENCLOSURE 2.

Civil Service Commission,
31st October, 1891.

SIR,

IN reply to your letter of the 28th instant, I am directed by the Civil Service Commissioners to state, for the information of the Finance Committee of the County Dublin, that, as soon as the result of the present competition for County and District Surveyorships has been ascertained, the Commissioners will readily inform the Finance Committee of the result of the examination, and will as soon as possible thereafter furnish them with a list of the persons certified by this Board as qualified for the situation of County or District Surveyor.

I have, &c.
(Signed) JOHN HENNELL.

The Secretary,
County Dublin Grand Jury,
Four Courts, Dublin.

The Under Secretary for Ireland to the Secretary, Civil Service Commission.

SIR, 6th November 1891.

I AM directed by the Lord Justices to acknowledge the receipt of your letter of the 3rd instant, and its enclosures, on the subject of the vacant District Surveyorship of the County of Dublin, and to state that their Excellencies are advised that an examination must be held, after the occurrence of a vacancy, of persons desirous to be appointed to fill the vacancy.

DISTRICT SURVEYORS.

County Dublin.

As the vacancy now in question did not occur until after the notice of the recent examination had been published, it would appear to be necessary that a separate examination should be held for the District Surveyorship.

I have, &c.

The Secretary, Civil Service Commission, to the Under Secretary for Ireland.

SIR, 28th November 1891.

WITH reference to your letter of the 6th instant, I am directed by the Civil Service Commissioners to transmit, for the information of the Lord Lieutenant, the enclosed copy of correspondence with the Finance Committee of the Grand Jury of the County Dublin, from which it will be seen that the Commissioners contemplate holding an examination early next year with a view of filling the vacant District Surveyorship in County Dublin, and I am to request that the Commissioners may be informed whether any County Surveyorships are, or are about to become vacant, which could be filled by means of that examination.

I am at the same time to suggest, for his Excellency's consideration, the desirability of further legislation, with the view of amending those clauses of the Acts of Parliament which relate to the examination and appointment of County and District Surveyors in Ireland, so as to settle the difficulties, and obviate the inconvenience and expense, which the arrangements necessitated by the present state of the law on the subject give rise to.

A reference to a letter from the Irish Office to this Department, dated the 10th July 1879,* on the subject of a certain section of the Grand Juries (Ireland) Bill, which was at that time before Parliament, will show that the question has been under consideration before, and the later experience of the Commissioners only confirms them in the opinion, which they had then formed, that the existing Acts might be amended with advantage.

I have, &c.

ENCLOSURE 1.

Civil Service Commission,
16th November 1891.

SIR,

WITH reference to my letter of the 31st ultimo and to previous correspondence, I am directed by the Civil Service Commissioners to transmit, for the information of the Finance Committee of the County Dublin, the enclosed tabular statement* showing the result of the recent examination for County Surveyorships. The Commissioners are proceeding with the cases of the candidates who obtained the first four places on the list in order of merit, with a view to their being appointed to four vacant County Surveyorships, and they are prepared to proceed in like manner with the case of any one of the remaining three gentlemen named in the table whom the Finance Committee may select, and to state whether such gentleman is duly qualified to act as District Surveyor.

The Commissioners understand that the Finance Committee can only make an *ad interim* appointment to the present vacancy, and they are advised that before that vacancy can be filled permanently it is necessary that another examination should be held, of which examination due notice must be given. The Commissioners would propose, therefore, that, unless the Finance Committee entertain any objection, notice of such an examination should be given at once. The Commissioners could not conveniently hold the examination before the month of January next, and it is probable that they would not be in a position to declare the result of the examination until after the middle of February.

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* Not printed.

DISTRICT SURVEYORS.

County Dublin.

At the same time the Commissioners would venture to suggest, for the consideration of the proper authorities, that some public advantage and economy might be secured by amending those clauses of the Acts of Parliament which regulate the examination and appointment of Surveyors, so as to avoid the necessity for holding two separate examinations within a short period of time, as in the present instance.

I have, &c.

(Signed) J. S. LOCKHART.

The Secretary,
County Dublin Grand Jury,
Four Courts Dublin.

ENCLOSURE 2.

Secretary's Office, County Grand Jury Room,
Four Courts, Dublin,
24th November 1891.

SIR,

I AM directed to thank the Civil Service Commissioners for their communication of the 16th instant, and enclosure, which was submitted to the Finance Committee of the County Dublin at their last meeting.

I am to state with reference thereto, that the Finance Committee will, on the 4th proximo, proceed to select one of the three gentlemen returned as having qualified.

The name of the selected candidate will be at once communicated to the Civil Service Commissioners.

The Finance Committee can only make a temporary appointment until Easter next, and the Finance Committee are quite in accord with the views of the Civil Service Commissioners, that an examination should, in the meantime, be held to place the Grand Jury in a position to fill the vacancy permanently.

The Finance Committee consider that very grave public loss and inconvenience is likely to be occasioned through the present state of the law regulating the appointment of District Surveyors, no provision being made to qualify candidates from amongst whom an appointment could be made in case of an unforeseen or sudden vacancy arising in the county, as in the present instance, when, if the Finance Committee had not been able to enlist the services of the Surveyor of No. 2 District, the public works of the District No. 1, where the vacancy exists, would have been *absolutely* without supervision for months.

I have, &c.

(Signed) R. T. BLACKBURNE,
Secretary, County Dublin, Grand Jury.

The Secretary,
Civil Service Commission,
London, S.W.

The Under Secretary for Ireland to the Secretary, Civil Service Commission.

SIR,

1st December 1891.

I AM directed by the Lord Lieutenant to acknowledge the receipt of your letter of the 28th ultimo, and, in reply, to acquaint you, for the information of the Civil Service Commissioners, that no other vacancy for a County Surveyor has occurred since the examination recently held.

Should any County Surveyorship become vacant previous to the date of the proposed examination for a District Surveyorship in County Dublin, a notification will be at once sent to the Commissioners.

I have, &c.

ROYAL LIBRARY OF THE BOMBAY BRANCH

FOREIGN OFFICE.

FOREIGN OFFICE.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 26th February 1891.

Scheme for Clerks and Attachés.

I AM directed by the Civil Service Commissioners to transmit, for the information of the Lords Commissioners of Her Majesty's Treasury, the enclosed copy of a letter which has been received from the Foreign Office on the subject of consolidating the Schemes of Examination for Clerkships and Attachéships.

And I am to submit for the approval of their Lordships the subjects of examination and limits of age which are set forth in the enclosure to Sir P. W. Currie's letter of the 13th instant.

It will be observed that the only material difference between the proposed Scheme of Examination and that now in force for clerks on the Establishment of the Foreign Office, consists in the omission of Ancient Greek and the addition of Russian and Portuguese.

I have, &c.

ENCLOSURE.

SIR, Foreign Office, 13th February 1891.

I AM directed by the Marquess of Salisbury to state to you, for the information of the Civil Service Commissioners, that his Lordship is of opinion that the Regulations for the Examination of Candidates for Clerkships on the Establishment of the Foreign Office and for Attachéships should be the same.

I am, therefore, to request that you will submit for the consideration of the Commissioners the enclosed Scheme of Examination of candidates in future.

I am, &c.

The Secretary, (Signed) P. W. CURRIE.
Civil Service Commission.

Enclosure to the foregoing Letter.

REGULATIONS for EXAMINATION of CANDIDATES for CLERKSHIPS on the ESTABLISHMENT of the FOREIGN OFFICE and for ATTACHÉSHIPS in the DIPLOMATIC SERVICE.

[*These appointments are filled up by limited competition.*]

SUBJECTS for EXAMINATION.

Obligatory.

1. Arithmetic (including Vulgar and Decimal Fractions).
2. Handwriting and Orthography.
   (These should include, besides correct spelling, writing a good bold hand, and forming each letter distinctly, proof that the candidates can write quickly and correctly from dictation.)
3. English Composition.
4. Précis Writing.
5. French (Translation from and into, Reading MS., extempore Translation from and into, writing a letter in French on ordinary subjects, and *viva voce*, paying particular attention to accent, genders, and tenses).
6. German (the same course of examination as in French).
7. Latin (Translation from and into).
8. General Intelligence (Exercise to test general intelligence, as evinced by the manner in which the candidates acquit themselves under examination, and specifically by the quickness they may show in seizing the points in papers read by them, or read over to them, once or twice).

9. Geography.
10. History of Europe, 1789 to May 1871 inclusive; also History of Asia and America for the same period so far as it is connected with European history.

FOREIGN OFFICE.

Scheme for Clerks and Attachés.

Optional (of which one only can be offered).

11. Italian. Spanish. Portuguese. Russian. } Same course of examination as in French.

The limit of age for candidates is between 19 years complete and 25 years complete,

Foreign Office,
February 1891.

The Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 9th March 1891.

WITH reference to Mr. Lockhart's letter of the 26th ultimo, I am directed by the Lords Commissioners of Her Majesty's Treasury to signify to you their Lordships' approval of the proposed subjects of examination for the situation of Clerk on the Establishment of the Foreign Office or Attaché in the Diplomatic Service, and of the limits of age being from 19 years complete to 25 years complete.

I have, &c.

The Secretary, Civil Service Commission, to the Under Secretary of State, Foreign Office.

SIR, 2nd April 1891.

I AM directed to state, for the Marquis of Salisbury's information, that the Civil Service Commissioners having, in accordance with the Order in Council, submitted to the Lords of the Treasury the draft of consolidated regulations for the examination of candidates for Clerkships on the Establishment of the Foreign Office and Attachéships in the Diplomatic Service, which was enclosed with your letter of the 13th February last, have now received their Lordships' approval of those regulations.

Those regulations may, therefore, be regarded as settled and will be applicable to any candidates who may hereafter be nominated to the posts in question.

* * * * *

I have, &c.

POST OFFICE.

POST OFFICE.

The Secretary, General Post Office, to the Secretary, Civil Service Commission.

SIR, 24th November 1891.

Employment of Soldiers.

I AM directed to state, for the information of the Civil Service Commissioners, that it is in contemplation to offer employment as Postmen to soldiers of the Army Reserve and time-expired men, and the

POST OFFICE. Employment of Soldiers.

Postmaster-General will be glad to know whether the Commissioners will be prepared to accept the army certificates of education in lieu of the examination ordinarily required to be passed by candidates for such posts.

The scope of the examination for the lowest grade of army school certificate is as follows:—

		Marks. Full.		Qualifying Minimum.
Writing to Dictation: (From Royal Reader, No. III., or other book of easy Narrative)	Handwriting	40	100	50
	Spelling	60		
Arithmetic, Compound: Rules and Reduction of Money		50		30

The qualifications required for this certificate seem to be higher than those required by the Commissioners for the appointment of Postman; and the acceptance by the Commissioners of the army certificates would often save the delay in filling vacancies which must otherwise be caused by the examination of candidates.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, General Post Office.

SIR, 3rd December 1891.

I AM directed to acknowledge the receipt of your letter of the 24th ultimo, inquiring whether, with the view of preventing the delay which must otherwise be caused by the examination of candidates, the Civil Service Commissioners would be prepared to accept the army certificate of education in lieu of the examination ordinarily prescribed for candidates for the situation of Postman.

In reply, I am to observe, for the Postmaster-General's information, that in view of the second clause of the Order in Council of June 4th, 1870, which requires that the qualifications of all persons proposed to be appointed to any situation or employment in any department of the Civil Service shall be tested "by or under the directions of the said Commissioners," the Commissioners consider that they have no power in ordinary course to exempt candidates from their examinations on the strength of examinations conducted by other boards. They regret accordingly that they do not see their way to adopt the course proposed by Sir James Fergusson.

I am at the same time to point out that the examination prescribed for Postmen is so slight that it cannot present any difficulty to candidates who have already qualified for army certificates or cause any appreciable delay, while, in any case, even if the Commissioners had been able to accept these certificates, the candidates must still have been examined in reading addresses.

I have, &c.

The Secretary, Treasury, to the Civil Service Commissioners. POST OFFICE.

GENTLEMEN, 2nd January 1892. Employment of Soldiers.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to transmit herewith, for your information, a copy of a letter of to-day's date which My Lords have caused to be addressed to the Postmaster-General on the subject of the examination of soldiers applying for appointments as Postmen.

I have, &c.

ENCLOSURE.

SIR, Treasury Chambers, 1st January 1892.

IN reply to your letter of the 14th ultimo, suggesting that the certificates of the Army school might be accepted by the Civil Service Commission as sufficient proof of the qualification of candidates for the situation of Postman, I am directed by the Lords Commissioners of Her Majesty's Treasury to state that they agree with the Civil Service Commissioners in their view of the position which they hold in regard to the examination of candidates, and as the examination to which they would subject them appears to be of so simple a kind, and not likely to cause any serious delay in the appointments, My Lords think it best to require all candidates to conform to the ordinary rules for entering the service.

I am, &c.

The Postmaster-General. (Signed) R. E. WELBY.

TREASURY. TREASURY.

The Assistant Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 5th May 1891.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to transmit herewith, for your information and guidance with a view to the alteration of the rule as regards Messengerships in the Treasury, &c., a copy of a Minute of this Board, dated the 30th ultimo, on the subject of the age for admission of Army and Navy Pensioners to the minor posts at their Lordships' disposal. Employment of Pensioners from the Army and Navy.

I have, &c.

ENCLOSURE.

Treasury Minute dated 30th April 1891.

MY LORDS recall the several occasions upon which the employment in Government departments as messengers or porters, not only of Reserve men and discharged soldiers, but of pensioners from the Army and Navy, has been recommended.

It has been brought to their notice that notwithstanding these recommendations, in the case of three only of the departments under the immediate control of the Board is any provision made for the extension of the maximum age of admission to the service of such candidates, and that deserving and well-qualified applicants have in consequence been excluded. My Lords, therefore, consider that the departments in question should be called upon to put themselves in communication with the Civil Service Commissioners, in order that the necessary steps may be taken to relax the

TREASURY.

Employment of Pensioners from the Army and Navy.

rule as to age in regard to the admission of pensioners to the minor posts at the disposal of their Parliamentary Secretary, by providing that the rules should be assimilated to those which govern open competition, and permitting members of the military and naval services to deduct from their actual age, in reckoning age for admission, any time during which they may have served towards pension.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 9th May 1891.

WITH reference to your letter of the 5th instant, with enclosure, I am directed by the Civil Service Commissioners to inquire whether the Lords of the Treasury agree to the following proviso being made with regard to the limits of age for the situation of messenger in the Treasury, viz.:—

Pensioners from the Army or Navy may deduct from their actual age any time which they have served towards pension.

I have, &c.

The Assistant Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 21st May 1891.

IN reply to your Secretary's letter of the 9th instant, I am directed by the Lords Commissioners of Her Majesty's Treasury to state that they approve of the following proviso being made with regard to the limits of age for the situation of Messenger in the Treasury, viz.:—

"Candidates who have served in the Army or Navy may deduct from their actual age any time which they have served toward pension."

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 10th February 1892.

WITH reference to Mr. Mowatt's letter of the 5th of May last transmitting a copy of a Treasury Minute dated 30th April 1891 on the subject of extending the limits of age for subordinate situations in Government Departments in favour of persons who have served in the Army and Navy;

I am directed by the Civil Service Commissioners to transmit, for the information of the Lords Commissioners of Her Majesty's Treasury,

(1) a list, marked A., showing the Departments and situations to which the following rule has been applied, viz.:—

"Candidates who have served in the Army or Navy may deduct from their actual age any time which they have served towards pension."

(2) a list marked B. showing the Departments which have agreed to the foregoing rule with certain additions or modifications; and

(3) a copy of a letter dated 26th June 1891 from the National Gallery on the subject.*

I am to add that a few Departments have the matter still under consideration, and that a small number of Departments think the proposed change would for special reasons be undesirable or inexpedient.

I have, &c.

---

* Not printed.

Employment of Pensioners from the Army and Navy.

ENCLOSURE A.

LIST of DEPARTMENTS which have adopted the following rule extending the limits of age for candidates for the situations set forth below:—

"Candidates who have served in the Army or Navy may deduct from their actual age any time which they have served towards pension."

Department.	Situation.
Board of Agriculture	Messenger.
Charity Commission	Messenger.
Constabulary Office, Ireland	Messenger.
Customs	Office Keeper, Housekeeper, Messenger, Constable, Watchman, House Porter in London, House Porter in Dublin.
Ecclesiastical Commission	Office Keeper, Messenger, Porter.
Exchequer and Audit Department	Messenger, Library Porter, Housekeeper.
Exchequer Office, Edinburgh	Superintendent of the Court House Buildings (Edinburgh), Housekeeper, Doorkeeper.
Fishery Board, Scotland	Messenger.
Foreign Office	Office Keeper, Home Service Messenger, Head Doorkeeper, Office Porter, Door Porter, Coal Porter, and other subordinate situations.
General Register Office, England	Search Room Attendant.
Home Office	Usher, Gaoler, Messenger, Doorkeeper in Metropolitan Police Courts.
India Office	Messenger.
Inland Revenue	Messenger, Door Porter, Hall Porter, Watchman.
Irish Land Commission	Office Keeper, Messenger.
Land Revenue Record Office	Office Keeper, Messenger.
Local Government Board, Ireland	Messenger.
Local Government Board, England	Messenger, Temporary Messenger, Hall Porter.
Lords, House of	Messenger, Temporary Messenger in Department of Clerk of the Parliaments.
Lunacy Commission	Porter, Messenger.
Mint	Office Keeper, Visitor's Messenger, Messenger, Artificer, Engineer, Stoker and Engine Driver, Workman Labourer, Assistant Fireman, Packer and Teller.
National Debt Office	Messenger.
National Education Office, Ireland	Assistant Messenger.
National Portrait Gallery	Messenger, Porter, Turnstile Keeper.
Patent Office	Messenger, Attendant, Warehouseman, Fireman.
Paymaster General's Office	Messenger.
Public Record Office, Ireland	Messenger, Workman, Workman-Searcher.
Public Works Loan Board	Messenger and Porter.
Science and Art Department	Attendant, Messenger, Porter, Technical or Special Assistants in London, Edinburgh, and Dublin, Fossil Collector, Assistant in the Fossil Department, General Assistant on Staff of the Geological Survey.
Supervision, Board of, Edinburgh	Messenger.
Supreme Court of Judicature, Ireland.	Messenger in the Chancery and Queen's Bench Divisions, Office Keeper, Caretaker Messenger, Crier, Porter and Temporary Porter in the Probate, &c. Division, and other similar subordinate situations in any of the Divisions of the Supreme Court in Ireland which may entitle the holder thereof to pension.

TREASURY.

Employment of Pensioners from the Army and Navy.

Department.	Situation.
Trade, Board of - - - -	Office Keeper, Messenger, Extra Messenger, and Porter.
University of London - - -	Office Keeper, Messenger, Porter, and Labourer.
Valuation Office, Ireland - -	Assistant Messenger or Porter.
Woods, Office of - - - -	Messenger, London; Door Porter Messenger in Quit Rent Office, Dublin.
Works, Office of - - - -	Messenger, Park-keeper, Gatekeeper.

ENCLOSURE B.

Department.	Situation.	Rule as to Extension of Age.
Chief Secretary's Office -	Messenger, Extra Messenger, Temporary Messenger.	Candidates who have served in the Army or Navy and Pensioners, from the Royal Irish Constabulary and Dublin Metropolitan Police, may deduct from their actual age any time which they have served towards pension.
Veterinary Department, Dublin Castle.	Messenger, Temporary Messenger.	
Office of Inspector of Lunatics.	Messenger, Temporary Messenger.	
Dundrum Central Asylum	Attendant (male), Hall Porter, Gardener, Night Watchman.	
Dublin Metropolitan Police	Messenger - -	
House of Commons, Department of the Sergeant-at-Arms.	Messenger, Attendant in the Office of the Examiner of Private Bills, Attendant in the Office of the Chairman of Ways and Means, Assistant in the Members' Waiting Room, Attendant in the Lobby, Office Keeper, Porter, Cleaner, Watchman, Porter in the Members' Waiting Room.	Extension to 45 in the case of Pensioners from the Army and Navy, and of persons who have served continuously in the Civil Service with the certificate of the Civil Service Commissioners from a time when they were under 35.
War Office - -	Messenger - -	(1.) Pensioners from the Army or Navy who have served continuously as Temporary Registered Messengers from a time when they were under 42 are eligible up to the age of 50, and (2) candidates who have served in the Army or Navy may deduct from their actual age any time which they have served towards pension, provided that they are under 50.

CORRESPONDENCE

RELATING TO

THE CIVIL SERVICE OF INDIA.

The Under Secretary of State, India Office, to the Director of Examinations, Civil Service Commission.

SIR, 18th February 1891.

THE Secretary of State for India in Council has had under his consideration the question of the distribution of the 32 candidates to be selected at the open competition for the Civil Service of India to be held in the year 1892. Assignment of Presidencies.

Viscount Cross has come to the conclusion that the existing system of allowing the candidates to choose, according to the order in which they stand in the list resulting from the open competition, so long as a choice remains, the Presidency (and in Bengal the division of the Presidency) to which they shall be appointed after passing the final examination, has not worked satisfactorily in the interests of the public service, and his Lordship now desires to cancel the "announcement" (1) in the Regulations for the open competition of 1892.

With reference to this question Lord Cross in a recent despatch to the Government of India wrote as follows:—

"The first choice (under the present system) falls to the candidates highest on the list, who by the test in force have evinced the greatest capacity, and they choose the more popular provinces. To the less desirable provinces are allotted year after year the candidates in the lowest places. Burma suffers from a special disadvantage both because it is the least coveted field of employment and because it receives the candidates whose admission is deferred on account of impaired health, and who are therefore excluded from the choice."

Lord Cross is of opinion that each presidency and province should obtain a fair share of candidates of every quality, and, as an experimental measure with this object, his Lordship has decided to adopt the following plan in respect of the candidates to be selected in 1892, reserving to the Secretary of State full power to withdraw or amend it, if desirable, in any subsequent year. The list of 32 candidates selected in 1892 will, for this purpose, be divided into four groups, each containing eight candidates, and to the members of each group a choice will be allowed among the appointments allotted to that group as indicated in the margin.*

*

	Appointments allotted to				
	1st Group.	2nd Group.	3rd Group.	4th Group.	Total.
North-west Provinces, &c. -	3	4	3	4	14
Bengal and Assam - -	2	2	2	1	7
Madras - - - -	1	1	1	2	5
Bombay - - - -	1	1	1	1	4
Burma - - - -	1	—	1	—	2
Total - - -	8	8	8	8	32

CIVIL SERVICE OF INDIA.

Assignment of Presidencies.

The first eight candidates in the list of those selected at the open competition will compose group No. 1, the next eight group No. 2, and so on. The candidates in each group will be allowed to choose (so long as a choice remains) in the order in which they stand in the list.

Exchanges within any group or within any two adjoining groups will be allowed, if the Secretary of State in each case considers that the public interests permit it, but every application for an exchange must be submitted to the India Office within one month after the date of selection. Any candidate whose final selection is deferred pending further medical examination will be included provisionally in the new arrangement, and any vacancy that may occur will be supplied, as now, from the list of the unsuccessful candidates, provided that that course is practicable and meets with the approval of the Secretary of State at the time.

Lord Cross will be glad if the Commissioners will favour him with a draft of an "announcement" giving effect to the foregoing views.

I have, &c.

The Under Secretary of State, India Office, to the Director of Examinations, Civil Service Commission.

SIR, 15th April 1891.

WITH reference to your letter of the 3rd ultimo,* relating to the distribution of the candidates to be selected at the open competition for the Civil Service of India to be held in the year 1892, I am directed by the Secretary of State for India in Council to reply as follows:—

Viscount Cross is advised that the plan suggested in Sir John Gorst's letter, dated the 18th of February last, is not opposed to any of the provisions of section 32 of the statute 21 & 22 Vict. c. 106., and that the Secretary of State in Council has full power to distribute the candidates in such manner as he considers to be desirable.

As regards the suggestion that exchange should be permitted between any two probationers not separated by more than 14 others in the order of merit, his Lordship accepts the proposal of the Civil Service Commissioners.

Referring to the draft announcement which the Commissioners have been good enough to prepare, Lord Cross is of opinion that the first clause, stating the number of men who will be assigned to each Presidency, &c. need not appear in the announcement at all, inasmuch as the information it gives might be better supplied by merely filling up the blank spaces in Regulation 1, as it now stands. The necessary alteration could easily be made in the reprint of the Regulations which will now, no doubt, have to be issued in consequence of the other amendments of the announcement. The amendments are shown in the copy which I enclose, and if the Civil Service Commissioners have no further alterations to propose, I am to suggest that a reprint of the Regulations and announcement as amended might now be published.

As to the concluding paragraph of the letter under reply, the Commissioners are right in believing that it was the intention of the Secretary of State that a candidate whose final selection is deferred pending further medical examination should take his place provisionally in his proper group, and if eventually rejected should be replaced by a candidate, otherwise eligible, next in order of merit on the list of the

* Not printed.

Assignment of Presidencies.

unsuccessful candidates. This course, however, could be adopted only in cases in which the final rejections have taken place early enough to admit of the substituted candidate entering upon his probationary studies, &c. about the same time as the other selected candidates of his year. Lord Cross does not think it advisable that any notification as to the suspension of the certificate of medical qualification or as to the filling up of any casual vacancy should be embodied in the announcement to be issued.

I have, &c.

ENCLOSURE.

Announcements.

1. As regards the distribution of the selected candidates to the several Presidencies and Provinces mentioned in Regulation 1, the selected candidates will be divided into four groups, each containing eight candidates, according to the order in which they stand on the list resulting from the open competition (the first eight in order of merit composing group 1, the next eight in order of merit composing group No. 2, and so on), and the members of each group will be allowed in the order in which they stand each to choose, so long as a choice remains, one of the appointments allotted to that group, as indicated in the following table:—

	Appointments allotted to				
	1st Group, 1–8.	2nd Group, 9–16.	3rd Group, 17–24.	4th Group, 25–32.	Total.
Upper Provinces, &c. - -	3	4	3	4	14
Lower Provinces and Assam -	2	2	2	1	7
Madras - - - -	1	1	1	2	5
Bombay - - - -	1	1	1	1	4
Burma - - - -	1	—	1	—	2
	8	8	8	8	32

The choice thus given, however, will be subject to any other arrangement which the Secretary of State or the Government of India may deem necessary.

2. Should any appointments have to be made in excess of the 32 notified in the Regulations, they will be added to such group or groups as to the Secretary of State may seem proper.

3. No exchange of appointments will be permitted between selected candidates who, under paragraph 1, have made their choice of Presidency or Province except between those who are members of the same group or of two adjoining groups, or who are separated by not more than 14 others in the order of merit on the result of the open competition. Application for permission to exchange appointments must be made to the Secretary of State within one month after the date of choice made under paragraph 1, and in no case will an exchange be permitted unless it is, in the opinion of the Secretary of State, desirable in the public interest that it should be made.

4. The giving or receiving, directly or indirectly, any money or other valuable consideration for an exchange will be deemed to vacate the selection and appointment of the candidates interested.

5. Selected candidates will be required to report their arrival in India within such period after the grant of their certificates of qualification as the Secretary of State may in each case direct.

6. The seniority in the Civil Service of India of the selected candidates will be determined according to the order in which they stand on the list resulting from the combined marks of the open competitive and final examinations. Candidates

CIVIL SERVICE OF INDIA.

selected under these Regulations in 1892 will, in view of the alteration in the limits of age, have seniority over the candidates selected under the previous Regulations in 1891.

Assignment of Presidencies.

7. An allowance amounting to 100*l.* will be given to all candidates who pass their probation at one of the universities or colleges which have been approved by the Secretary of State; viz., the Universities of Oxford, Cambridge, Dublin, Glasgow, Edinburgh, St. Andrew's, and Aberdeen; University College, London; and King's College, London; provided such candidates shall have passed the final examination to the satisfaction of the Civil Service Commissioners, and shall have complied with such rules as may be laid down for the guidance of selected candidates.

8. The allowance of 100*l.* will not be paid to any selected candidate until he has been certified by the Civil Service Commissioners to be entitled to be appointed to the Civil Service of India; and every certificated candidate must, before receiving his allowance, attend at the India Office and give a written undertaking to refund the amount in the event of his failing to proceed to India.

9. All candidates obtaining certificates will be also required to enter into covenants by which, amongst other things, they will bind themselves to agree to such regulations for the provision of pensions for their families as may be approved by the Secretary of State for India in Council. The stamps payable on these covenants amount to 1*l.*

10. Candidates rejected at the final examination of 1893 will in no case be allowed to present themselves for re-examination.

The Director of Examinations, Civil Service Commission, to the Under Secretary of State, India Office.

SIR, 7th May 1891.

WITH reference to your letter of the 15th ultimo on the subject of the regulations respecting the open competition for the Civil Service of India to be held in 1892, I am directed by the Civil Service Commissioners to state, for the information of the Secretary of State for India in Council, that, not desiring to propose any further alterations, they have, in accordance with the suggestion contained in your letter, reprinted the regulations, including the "announcement" respecting the distribution of the candidates to the various Presidencies.

I am to transmit for use in your Department 50 copies of the regulations containing the amended "announcement," together with the same number of copies of the syllabus and form of application referred to in my letter of the 6th August last.

I have, &c.

APPENDIX.

STATISTICS.

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TABLE A.—Showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1891, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given				
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under consideration.
																Under Scheme I.	For Second Division.	Under Special Regulations.			
TOTALS OF ALL THE DEPARTMENTS.	31,886	8,065	1,488	20,652	1,681	2,842	46	213	53	124	1,480	2,223	1,463	9,648	1,994	–	245	1,688	5,117	324	4,426
PRELIMINARY EXAMINATIONS FOR OPEN COMPETITIONS:—																					
Class I.	31	–	–	31	–	5	–	–	–	–	–	2	24	–	–	–	–	–	–	–	–
Second Division	720	–	–	720	–	70	–	–	–	–	–	306	344	–	–	–	–	–	–	–	–
Admiralty:—Accountant Clerk, Outports, Works Department.	7	–	–	7	–	–	–	–	–	–	–	2	5	–	–	–	–	–	–	–	–
Colonial Services:—Eastern Cadet	40	–	–	40	–	5	–	–	–	–	–	2	33	–	–	–	–	–	–	–	–
Mint:—Clerk, Operative Department.	3	–	–	3	–	–	–	–	–	1	–	–	2	–	–	–	–	–	–	–	–
Record Office (England):—Junior Clerk.	17	–	–	17	–	1	–	–	–	–	–	–	16	–	–	–	–	–	–	–	–
Science and Art Department:—Assistant, Edinburgh and Dublin Museums.	5	–	–	5	–	3	–	–	–	–	–	–	2	–	–	–	–	–	–	–	–
Supreme Court of Judicature (Ireland):—Junior Clerk.	42	–	–	42	–	20	–	–	–	–	–	11	11	–	–	–	–	–	–	–	–
War Office:—Assistant Surveyor, Royal Engineer Civil Staff.	20	–	–	20	–	3	–	–	–	1	–	6	10	–	–	–	–	–	–	–	–
Works, Office of, &c.:—																					
Second Class Assistant Surveyor	6	–	–	6	–	–	–	–	–	2	–	1	3	–	–	–	–	–	–	–	–
Junior Examiner	5	–	–	5	–	1	–	–	–	–	–	2	2	–	–	–	–	–	–	–	–
Assistant, Furniture Branch	16	–	–	16	–	1	–	–	–	2	–	4	9	–	–	–	–	–	–	–	–
OPEN COMPETITION UNDER SCHEME I.	35	–	–	35	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	35

SECOND DIVISION:—																					
Open Competition for Clerkships	1,334	–	–	1,334	–	167	–	2	–	–	–	–	–	963	–	–	196	–	–	–	6
Competition of Boy Clerks for Clerkships.	196	–	–	196	–	40	–	1	–	–	–	–	–	105	–	–	49	–	–	–	1
Candidates proposed for appointment under Clause VII. of the Order in Council of 4 June 1870.	49	49	–	–	–	4	–	–	–	1	21	–	–	–	–	–	–	–	–	23	–
OPEN COMPETITION FOR BOY CLERKSHIPS.	1,165	–	–	1,165	–	131	–	–	1	–	–	–	–	761	–	–	–	272	–	–	–
TEMPORARY BOY COPYISTS	1,605	–	–	–	1,605	217	–	1	2	–	870	–	–	–	–	–	–	514	–	–	1
TEMPORARY BOY MESSENGERS	76	–	–	–	76	7	1	–	3	–	–	–	–	–	–	–	–	64	–	–	1
ADMIRALTY:—																					
Accountant Clerk, Outports, Works Department.	9	–	–	9	–	–	–	–	–	–	–	–	–	8	–	–	–	1	–	–	–
Second Class Assistant, Greenwich Observatory.	10	–	10	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–	1	7
Staff Officer for Estimates	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Assistant Constructor (Third Class).	4	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	1
Instructor in Natural Science, H.M.S. "Britannia."	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Pensioner Writer	6	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	6
Do. Messenger	7	7	–	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–	5	–	–
NAVAL ORDNANCE STORE DEPARTMENT:—																					
Staff Officer for Cash Duties	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Do. Clerk	3	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–
Examiner	3	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–
Store Clerk	6	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	6	–
Writer (First Class)	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–
NAVAL HOSPITALS:—																					
Dispenser	5	5	–	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–
Labourer	7	7	–	–	–	–	–	2	–	–	–	–	–	–	–	–	–	–	4	–	1
Matron	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Engine Driver	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
NAVAL PRISONS:—																					
Assistant Warder	2	2	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
OTHER NAVAL ESTABLISHMENTS, INCLUDING DOCKYARDS:—																					
Dockyard:—Junior Assistant Schoolmaster.	6	–	–	6	–	2	–	–	–	–	–	–	–	3	–	–	–	1	–	–	–
Do. Assistant Examiner of Naval Store Accounts.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Do. Examiner of Dockyard Work.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Do. Clerk for Cash Duties, Malta.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1891, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given					Yet to appear, or still under consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
																Under Scheme I.	For Second Division.	Under Special Regulations.			
ADMIRALTY—*cont.*																					
OTHER NAVAL ESTABLISHMENTS, INCLUDING DOCKYARDS—*cont.*																					
Dockyards:—Assistant to Inspector of Victualling Stores, Deptford.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Do. Professional Assistant to Inspector of Expense Accounts.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Do. Assistant Naval Storekeeper (Second Class).	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-
Do. Writer - -	16	5	11	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	10	-	5
Do. Boy Writer - -	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Do. Timekeeper - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Do. Assistant Surgery Attendant.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Do. Established Messenger.	2	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-
Do. Artificer - -	423	423	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	418	-	4
Do. Do. for Promotion.	86	-	86	-	-	5	-	-	-	-	-	-	-	-	81	-	-	-	-	-	-
Do. Apprentice and Victualling Yard Apprentice.	368	1	-	367	-	4	-	-	-	-	-	-	-	251	113	-	-	-	-	-	-
AGRICULTURE, BOARD OF:—																					
Travelling Inspector - -	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Messenger - - - -	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	2	-

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TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1891, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons																	
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given: After Open Competition or Open Selection. Under Scheme I.	For Second Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under consideration.
COMMONS, HOUSE OF:—																							
Clerk, Department of the Clerk of the House.	13	–	13	–	–	1	–	–	–	–	–	–	–	9	–	–	–	–	2	–	1
Messenger } Department of the	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Porter } Sergeant-at-Arms	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
CONSTABULARY (ROYAL IRISH):—																							
Cadet	76	1	75	–	–	23	–	9	–	–	–	–	–	34	–	–	–	–	10	–	–
Constable for Promotion	117	–	117	–	–	12	–	–	–	–	–	–	–	–	105	–	–	–	–	–	–
COUNTY SURVEYORS (IRELAND)	24	–	–	24	–	5	–	–	–	7	–	–	–	8	–	–	–	4	–	–	–
CUSTOMS:—																							
Clerk in Charge of Bill of Entry Branch.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Clerk in Charge of Establishment Room and Service Registers.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Head of the Registry Room	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Examining Officer	876	876	–	–	–	–	–	–	–	–	–	–	–	–	441	–	–	–	–	15	432
Outport Clerk	246	–	246	–	–	72	–	–	–	–	–	–	–	159	–	–	–	–	–	–	–
Outdoor Officer	744	–	–	744	–	238	–	3	1	–	–	–	–	442	–	–	–	52	–	–	–
Statistical Abstractor	47	47	–	–	–	–	–	–	–	–	7	–	–	–	–	–	–	–	–	40	8
Boatman	178	178	–	–	–	12	5	10	5	8	20	–	–	–	–	–	–	–	117	–	1
Housekeeper (Liverpool)	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Quarantine Mariner	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Boy Messenger	20	20	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	19	–	–
DUNDRUM CRIMINAL LUNATIC ASYLUM:—																							
Attendant	3	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	–

ECCLESIASTICAL COMMISSION:—																						
Assistant Steward of the Manors	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Junior Clerk	39	3	-	36	-	10	-	-	-	-	-	-	-	23	-	-	-	3	-	1	2	
Superintendent of Writers	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Keeper of Papers, Deeds, Maps, &c. (Senior Grade).	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Do. (Junior Grade)	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	
EDUCATION DEPARTMENT:—																						
Sub-Inspector	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Inspector's Assistant	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Abstractor	6	6	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	4	1	
EXCHEQUER AND AUDIT DEPARTMENT:—																						
Clerk in the Directing Branch	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
FISHERY BOARD (SCOTLAND):—																						
Chief Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Fishery Officer	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	
FOREIGN OFFICE:—																						
Clerk on the Establishment, or Attaché in the Diplomatic Service.	15	1	14	-	-	1	-	-	-	-	-	-	-	10	-	-	-	-	2	2	-	
Assistant Porter (Librarian's Department).	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	
DIPLOMATIC SERVICE:—																						
Consular Assistant for Examination in Law.	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	
Clerk at Legation	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
CONSULAR SERVICE:—																						
Vice-Consul	10	10	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	8	-	1	
Translator	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Student Interpreter, China	36	-	-	36	-	11	-	-	-	-	-	-	-	20	-	-	-	5	-	-	-	
Chief Constable and Messenger, Alexandria.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Assistant Clerk, Smyrna	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Constable-Usher, Yokohama	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
FRIENDLY SOCIETIES' REGISTRY:—																						
Messenger	3	-	3	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	1	-	-	
HOME OFFICE:—																						
Inspector of Factories and Workshops.	8	1	7	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	3	-	-	
Assistant Inspector of Mines	10	3	7	-	-	-	-	-	-	-	1	-	-	4	-	-	-	-	-	3	2	
Assistant Clerk	5	5	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	3	-	
Queen's Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1891, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons																
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given						Yet to appear, or still under consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.		
																Under Scheme I.	For Second Division.	Under Special Regulations.				
INDIA CIVIL SERVICE:—																						
Open Competition of June 1891	154	–	–	154	–	6	–	–	–	–	–	–	–	115	3	–	–	–	–	–		
Periodical Examinations of Selected Candidates.	143	–	–	143	–	–	–	–	–	–	–	–	–	–	96	–	–	–	–	–		47
Final Examination of Candidates selected in 1889.	49	–	–	49	–	–	–	1	–	–	–	–	–	–	–	–	–	48	–	–		
INDIA FOREST SERVICE	34	–	34	–	–	–	–	–	–	–	–	–	–	20	14	–	–	–	–	–		
INDIA OFFICE:—																						
Clerk (Second Class)	3	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3		
INLAND REVENUE:—																						
Assistant Surveyor of Taxes	10	10				1														6		3
Clerk, Higher Division	1	1																		1		
Assistant of Excise	696	–		696		112	1		2					481				100				
Messenger	2	2																	2			
Stamper	1	1																	1			
Warehouseman	3	3																	3			
IRISH LAND COMMISSION:—																						
Investigator of Tithe Rentcharge Liabilities.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1		
Clerk	5	1	4					1						3					1			
Do. in Solicitors' Office	1	1																		1		
Housekeeper	2	2									1								1			
IRISH LIGHTS OFFICE:—																						
Clerk, Lower Grade	5	–	5	–	–	2	–	–	–	–	–	–	–	2	1	–	–	–	–	–		
IRISH OFFICE:—																						
Extra Messenger	1	1	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–		

KILMAINHAM HOSPITAL:—																						
Nurse	1	1	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–
LAND REGISTRY:—																						
Messenger	2	2	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	1	–	–	–
LORDS (HOUSE OF):—																						
Messenger, Parliament Office	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Temporary Messenger, Parliament Office.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
LUNACY COMMISSION (ENGLAND):—																						
Under Messenger	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
MERCANTILE MARINE OFFICES:—																						
Clerk and Deputy Superintendent	1	1	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–
Temporary Clerk	8	2	6	–	–	1	–	–	–	–	–	–	–	3	4	–	–	–	–	–	–	–
Clerk, Surveyor's Office	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Temporary Clerk, Consultative Branch, Survey Staff.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Boy Clerk	15	2	13	–	–	6	–	–	–	–	–	–	–	6	1	–	–	–	–	–	2	–
METROPOLITAN POLICE:—																						
Officers for Promotion	292	292	–	–	–	1	–	–	–	1	30	–	–	–	185	–	–	–	–	–	75	–
METROPOLITAN POLICE, SURVEYOR'S OFFICE:—																						
Assistant Clerk	2	–	2	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	–	–	–
METROPOLITAN POLICE COURTS SERVICE:—																						
Clerk	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Usher	3	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	–	–
Messenger	5	5	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	3	–	1	–
MILITARY EXAMINATIONS:—																						
Preliminary Examinations	4,202	–	–	4,202	–	310	–	–	–	–	–	1,873	1,000	–	–	–	–	–	–	–	1,019	–
ROYAL MILITARY ACADEMY AND ROYAL MARINE ARTILLERY:—																						
Candidates for entry	437	–	–	437	–	30	–	–	–	2	–	–	–	295	110	–	–	–	–	–	–	–
ROYAL MILITARY COLLEGE AND ROYAL MARINE LIGHT INFANTRY:—																						
Ordinary Candidates for entry, including those eligible for West India Regiments only.	1,878	–	–	1,878	–	102	–	–	–	10	–	6	–	801	294	–	–	–	–	–	605	–
University Candidates for entry	82	–	–	82	–	5	–	–	–	2	–	5	–	22	24	–	–	–	–	–	24	–
Queen's Cadets, &c.	43	43	–	–	–	2	–	–	–	1	9	–	–	–	16	–	–	–	–	–	15	–
ROYAL MALTA MILITIA:—																						
Examined for Commissions	2	2	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	–	–
LIEUTENANTS OF MILITIA:—																						
Examined for Commissions in the Army.	241	241	–	–	–	31	–	–	–	–	62	–	1	–	147	–	–	–	–	–	–	–

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DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
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MILITARY EXAMINATIONS—*cont.*																				
OFFICERS OF COLONIAL LOCAL MILITARY FORCES:—																				
Examined for Commissions in the Army.	12	12	-	-	-	1	-	-	-	-	-	3	1	-	6	-	-	-	-	1
ARMY OFFICERS EXAMINED IN MODERN LANGUAGES.	118	118	-	-	-	19	-	-	-	1	18	-	-	-	80	-	-	-	-	-
MILITARY PRISONS DEPARTMENT:—																				
Assistant Warder - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
MINT:—																				
Clerk, Operative Department -	5	-	-	5	-	-	-	-	-	-	-	-	-	4	-	-	-	1	-	-
Stoker and Engine Driver -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Packer and Teller - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Messenger - - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Boy Workman - - -	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
Boy - - - - -	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
NATIONAL EDUCATION OFFICE (IRELAND):—																				
Inspector - - - -	33	1	32	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	32
NATIONAL GALLERY (ENGLAND):—																				
Assistant Porter - - -	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-
NAVY:—																				
Officers for Examination in Languages.	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Naval Instructor - - -	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Naval Cadet - - -	344	12	332	-	-	6	-	36	-	18	7	-	-	153	122	-	-	-	-	2
Naval Clerk - - -	116	1	115	-	-	3	-	11	-	15	5	-	-	68	19	-	-	-	-	-
Engineer Student - - -	110	8	-	102	-	9	1	2	-	-	-	-	-	51	42	-	-	-	-	-

PATENT OFFICE:—																						
Abstractor	5	5	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	4	–	
PAYMASTER GENERAL'S OFFICE:—																						
Messenger	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	
POST OFFICE:—																						
Clerk, London Postal Service	42	–	42	–	–	–	–	–	–	–	–	–	–	22	–	–	–	–	20	–	–	
Factory and Metropolitan Engineering Clerk.	14	1	13	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	13	
Clerk, Returned Letter Office	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	
Foreign Letter Clerk	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Officer of late Submarine Telegraph Company, transferred to Post Office, 1st April 1889.	17	17	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	16	1	
Postmaster and Sub-Postmaster	13	13	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	11	–	1	
Postmistress and Sub-Postmistress.	9	9	–	–	–	–	–	–	–	–	2	–	–	–	–	–	–	–	5	–	2	
Engineering Inspector on board the "Monarch."	1	1	–	–	–	–	–	–		–	–	–	–	–	–	–	–	–	–	1	–	
Female Clerk	1,154	–	–	1,154	–	52	2	4	–	–	–	–	–	884	–	–	–	153	–	–	59	
Paper Keeper (Registry, Secretary's Office).	7	7	–	–	–	–	–	–	–	–	2	–	–	–	–	–	–	–	5	–	–	
Male Telegraph Learner	1,490	–	–	1,490	–	227	–	44	–	–	–	–	–	963	–	–	–	185	–	–	71	
Female Telegraph Learner	2,655	–	–	2,655	–	202	1	9	–	–	–	–	–	1,349	–	–	–	97	–	–	997	
Female Sorter	1,780	–	–	1,780	–	115	1	1	1	–	–	–	–	976	–	–	–	94	–	–	592	
Sorting Clerk and Telegraph Learner (Provincial) (Male).	1,034	1,034	–	–	–	2	–	4	1	2	93	–	–	–	–	–	–	–	887	6	39	
Do. do. (Female)	438	438	–	–	–	2	–	1	–	–	53	–	–	–	–	–	–	–	371	–	11	
Sorting Clerk and Telegraphist	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Skilled Telegraphist (Male)	57	57	–	–	–	–	–	6	1	2	5	–	–	–	–	–	–	–	39	–	4	
Do. (Female)	59	59	–	–	–	–	–	2	–	2	8	–	–	–	–	–	–	–	46	–	1	
Telegraphist	1	1	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	
Sorter	314	314	–	–	–	6	–	8	–	16	46	–	–	–	–	–	–	–	194	–	44	
Tracer	21	21	–	–	–	–	–	–	–	–	7	–	–	–	–	–	–	–	14	–	–	
Postman (London)	821	821	–	–	–	21	2	31	8	16	47	–	–	–	–	–	–	–	651	–	45	
Postman (Provincial)	1,675	1,675	–	–	–	11	5	9	16	4	30	–	–	–	–	–	–	–	1,538	–	62	
Postwoman (Provincial)	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	
Lineman, Mechanic, Tube Attendant, Porter, and Labourer.	194	194	–	–	–	2	1	11	2	–	11	–	–	–	–	–	–	–	152	–	15	
PRISONS DEPARTMENT (ENGLAND):—																						
Compounder	7	7	–	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–	5	–	
Abstractor	7	7	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	6	–	
Subordinate Officer, Division I.	136	136	–	–	–	12	–	–	–	1	5	–	–	–	–	–	–	–	107	–	11	
Do. Division II.	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	1	
Assistant Matron	36	36	–	–	–	2	2	–	–	–	2	–	–	–	–	–	–	–	29	–	–	
PRISONS DEPARTMENT (SCOTLAND):—																						
Warder	57	57	–	–	–	5	–	–	1	3	2	–	–	–	–	–	–	–	40	–	6	
Female Warder	20	20	–	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–	16	–	2	
Prison Guard	8	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8	–	–	

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1891, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given				Yet to appear, or still under consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the C. in C. of 4 June 1870.	
																Under Scheme I.	For Second Division.	Under Special Regulations.			
PRISONS SERVICE (IRELAND):—																					
Trades Warder	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Warder	15	15	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	9	-	5
Assistant Matron	15	15	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	9	-	4
PUBLIC WORKS OFFICE (IRELAND):—																					
Accountant	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
RECORD OFFICE (ENGLAND):—																					
Clerk	15	-	-	15	-	2	-	-	-	-	-	-	-	8	-	-	-	4	1	1	-
Workman	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-
REFORMATORY AND INDUSTRIAL SCHOOLS (ENGLAND), DEPARTMENT OF THE INSPECTOR OF:—																					
Assistant Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
REGISTRAR GENERAL'S OFFICE (ENGLAND):—																					
Index Compiler and Abstractor	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	5	-
Search Room Attendant	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Boy Messenger	4	4	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	3	-	-
REGISTRAR GENERAL'S OFFICE (SCOTLAND):—																					
Indexer	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
SCIENCE AND ART DEPARTMENT:—																					
Instructor in Assaying, College of Science, London.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-

Assistant Professor of Chemistry, College of Science, London.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Keeper, Dublin Museum	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
Assistant, Do.	7	2	-	5	-	1	-	-	-	-	-	-	-	3	-	-	-	1	1	-	1
Junior Assistant, Art	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Technical and Special Assistant	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
Temporary Assistant Geologist	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Matron, National Art Training School.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Abstractor	11	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	-
Housekeeper, Geological Museum	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Skilled Attendant	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Attendant	58	55	3	-	-	2	-	1	2	-	-	4	-	-	1	-	-	-	13	34	1
Boy Attendant	5	-	5	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-
Messenger	18	18	-	-	-	-	1	-	-	-	-	2	-	-	-	-	-	-	7	8	-
SCOTCH EDUCATION DEPARTMENT:—																					
Inspector's Assistant	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-
SEAMEN'S REGISTRY OFFICE:—																					
Abstractor	19	19	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-	-	-	15	-
STATIONERY OFFICE:—																					
Posting Clerk	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-
SUPERVISION, BOARD OF (SCOTLAND):—																					
Junior Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
SUPREME COURT OF JUDICATURE (ENGLAND):—																					
CENTRAL OFFICE:—																					
Third Class Clerk	3	3	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	1
CHANCERY DIVISION:—																					
Third Class Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
PROBATE, DIVORCE, AND ADMIRALTY DIVISION:—																					
Third Class Clerk	5	5	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2	-	1
OFFICE OF THE MASTERS IN LUNACY:—																					
Third Class Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
ADMIRALTY MARSHAL'S OFFICE:—																					
Third Class Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
GENERAL SCRIVENERY DEPARTMENT:—																					
Book-keeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
SUPREME COURT OF JUDICATURE (IRELAND):—																					
Junior Clerk	44	-	-	44	-	11	-	-	-	-	-	-	-	32	-	-	-	1	-	-	-

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1891, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given.				Yet to appear, or still Under consideration.
																After Open Competition or Open Selection.				
																Under Scheme I.	For Second Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
SUPREME COURT OF JUDICATURE (IRELAND)—*cont.*																					
CHANCERY DIVISION:—																					
Abstractor, Accountant General's Office.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
PROBATE AND MATRIMONIAL DIVISION:—																					
Second Class Clerk - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
QUEEN'S BENCH DIVISION:—																					
Messenger - - - -	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-
TEMPORARY COMMISSIONS:—																					
Clerk - - - -	17	17	-	-	-	1	1	-	-	-	2	-	-	-	-	-	-	-	13	-	-
Messenger - - - -	5	5	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	3	-	-
TRADE, BOARD OF:—																					
Engineer Surveyor - -	6	6	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	5	-
Shipwright Surveyor - -	6	6	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	5	-
Nautical Surveyor - -	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1
Assistant Official Receiver, Bankruptcy.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Junior Official Receiver, Bankruptcy.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Principal Assistant Receiver, Bankruptcy.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Clerk, Upper Division - -	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
Junior Examiner, Bankruptcy	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
Abstractor - - - -	14	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	-
Messenger - - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Supernumerary Light Keeper at the Bahamas.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-

| | | |

TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year ending December 31, 1891.

(i.)—OPEN COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
OPEN COMPETITIONS FOR CLERKSHIPS OF THE SECOND DIVISION.	2	192	1,321	168	1,153	963	190*
COMPETITIONS OF BOY CLERKS FOR CLERKSHIPS OF THE SECOND DIVISION, under the provisions of Clause XI. of the Order in Council of 12th February 1876.	2	45	188	38	150	105	45†
OPEN COMPETITIONS FOR BOY CLERKSHIPS.	2	272	1,165	132	1,033	761	272
ADMIRALTY:—							
Accountant Clerk, Outports, Works Department.	1	1	9	—	9	8	1
Junior Assistant Schoolmaster in a Dockyard.	1	1	6	2	4	3	1
Dockyard Apprentice - -	1	112	367	4	363	251	112
CENSUS OFFICE (ENGLAND):—							
Temporary Clerk - -	1	73	752	316	436	363	73
COLONIAL SERVICES:—							
Eastern Cadet - - -	1	7	53	4	49	42	7
Clerk, Jamaica Civil Service -	1	***	29	—	29	—	29
COUNTY SURVEYORS (IRELAND).	1	4	24	12	12	8	4
CUSTOMS:—							
Out-door Officer - -	1	60	744	242	502	442	60‡
ECCLESIASTICAL COMMISSION:—							
Junior Clerk - - -	1	8	36	10	26	23	3
FOREIGN OFFICE:—							
Student Interpreter - -	1	5	36	11	25	20	5
INDIA CIVIL SERVICE:—							
Open Competition - -	1	33	154	6	148	115	33
Selected Candidates, Periodical Examinations.	2	—	96	—	96	—	96
Selected Candidates, Final Examination.	1	—	49	1	48	—	48

* For 6 of these candidates no certificate had been granted up to the 31st December 1891.
† For 1 of these candidates no certificate had been granted up to the 31st December 1891.
‡ For 8 of these candidates no certificate had been granted up to the 31st December 1891.
*** In this case the number of vacancies was not stated.

TABLE B—(i). OPEN COMPETITIONS—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
INLAND REVENUE:							
Assistant of Excise	1	100	696	115	581	481	100
MILITARY EXAMINATIONS:—							
ROYAL MILITARY ACADEMY AND ROYAL MARINE ARTILLERY:—							
Candidates for entry	2	110	437	32	405	295	110
ROYAL MILITARY COLLEGE AND ROYAL MARINE LIGHT INFANTRY:—							
Ordinary Candidates for entry, including those eligible for West India Regiments only.	2	294	1,213	112	1,101	807	294
University Candidates for entry.	2	24	58	7	51	27	24
MINT:—							
Clerk, Operative Department	1	1	5	—	5	4	1
NAVY:—							
Engineer Student	1	39	102	12	90	51	39
POST OFFICE:—							
Female Clerk	2	190	1,131	57	1,074	884	190*
Male Telegraph Learner (London, Edinburgh, and Dublin).	7	222	1,448	261	1,187	963	224†
Female Telegraph Learner (London, Edinburgh, and Dublin).	5	62	1,615	201	1,414	1,349	65‡
Female Sorter	2	112	1,206	118	1,088	976	112§
RECORD OFFICE (ENGLAND):—							
Clerk	1	5	15	2	13	8	5
SCIENCE AND ART:—							
Assistant (Dublin Museum)	1	1	5	1	4	3	1
SUPREME COURT OF JUDICATURE (IRELAND):—							
Junior Clerk	1	1	44	11	33	32	1
WAR OFFICE:—							
Assistant Surveyor, Royal Engineer Civil Staff.	1	4	19	5	14	10	4
WORKS, OFFICE OF:—							
Second Class Assistant Surveyor.	1	3	9	1	8	5	3
Junior Examiner	1	1	17	2	15	14	1
Assistant, Furniture Branch	1	1	9	—	9	8	1

* For 59 of these candidates no certificates had been granted up to the 31st December 1891.
† For 71 of these candidates no certificates had been granted up to the 31st December 1891.
‡ For 16 of these candidates no certificates had been granted up to the 31st December 1891.
§ For 18 of these candidates no certificates had been granted up to the 31st December 1891.

TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year ending December 31, 1891.

(ii.)—LIMITED COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
ADMIRALTY:—							
Second Class Assistant, Greenwich Observatory.	1	1	3	—	3	2	1
Artificer for Promotion	18	*	86	5	81	*	*
BRITISH MUSEUM:—							
Assistant	1	1	3	—	3	2	1
CENSUS OFFICE (IRELAND):—							
Clerk	1	27	78	22	56	29	27
Female Clerk	1	4	16	1	15	11	4
Female Taskworker	1	3	11	4	7	5	2
CENSUS OFFICE (SCOTLAND):—							
Clerk	1	24	129	43	86	62	24
COLONIAL SERVICES:—							
Established and Supplementary Clerks in Gibraltar Civil Establishments	1	*	19	—	19	6	13
COMMONS, HOUSE OF:—							
DEPARTMENT OF THE CLERK OF THE HOUSE:—							
Clerk	3	3	13	1	12	9	3†
CONSTABULARY, ROYAL IRISH:—							
Cadet	1	9	75	32	43	34	9
Constable for Promotion	1	*	117	12	105	*	*
CUSTOMS:—							
Outport Clerk	1	15	246	72	174	159	15
FOREIGN OFFICE:—							
Clerk on the Establishment or Attaché in the Diplomatic Service.	1	3	14	1	13	10	3
FRIENDLY SOCIETIES REGISTRY:—							
Messenger	1	1	3	—	3	2	1
HOME OFFICE:—							
Inspector of Factories and Workshops.	1	2	7	—	7	5	2
Assistant Inspector of Mines	1	1	5	—	5	4	1
INDIA FOREST SERVICE:—							
Candidates for entry	1	14	34	—	34	20	14

* In these cases the number of vacancies was not stated.
† For one of these candidates no certificate had been granted up to the 31st December 1891.

TABLE B.—(ii). LIMITED COMPETITIONS—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors.			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
IRISH LIGHTS OFFICE:—							
Clerk (Lower Grade)	1	1	5	2	3	2	1
IRISH LAND COMMISSION:—							
Third Class Clerk	1	1	4	—	4	3	1
MERCANTILE MARINE OFFICES:—							
Temporary Clerk	1	2	6	1	5	3	2
" Boy Clerk	2	3	13	6	7	6	1†
METROPOLITAN POLICE:—							
Assistant Clerk, Surveyor's Office.	1	1	2	—	2	1	1
Officer for Promotion	29	*	217	2	215	30	185
NAVY:—							
Cadet	2	119	332	60	272	153	119
Assistant Clerk	2	19	115	29	86	68	18
POST OFFICE:—							
Clerk, London Postal Service	2	20	42	—	42	22	20
SCIENCE AND ART:—							
Attendant	1	1	3	1	2	1	1
Boy Attendant	2	3	5	—	5	2	3
TRINITY HOUSE:—							
Second Class Clerk	1	1	5	—	5	4	1
Extra Clerk	1	1	5	1	4	3	1
Boy Clerk	4	4	20	4	16	12	4
WORKS, OFFICE OF:—							
Assistant, Kew	1	2	7	1	6	4	2

* In this case the number of vacancies was not stated.

† For this candidate no certificate had been granted up to 31st December 1891.

The following Competitions were in progress on 31st December 1891, but had not been finally disposed of.

Department, &c.	Number of Competitions.	Number of Situations to be competed for.	Number of Competitors.
CLASS I.	1†	9	31
ADMIRALTY:—			
Second Class Assistant, Greenwich Observatory.	1	2	7
HOME OFFICE:			
Assistant Inspector of Mines	1	1	2
INDIA CIVIL SERVICE:—			
Selected Candidates, Periodical Examination.	1	—	47
METROPOLITAN POLICE:—			
Officer for Promotion	2	*	75
MILITARY EXAMINATIONS:—			
ROYAL MILITARY COLLEGE, SANDHURST:—			
Ordinary Candidates for entry, including those eligible for West India Regiments only.	1†	121	665
University Candidates for entry	1†	8	24
NATIONAL EDUCATION OFFICE (IRELAND):—			
Inspector	2	6	32
POST OFFICE:—			
Factory and Metropolitan Engineering Clerk.	1	4	13
Female Telegraph Learner (London and Dublin).	2†	Not fewer than 61.	981
Female Sorter	1†	Not fewer than 10.	574
WOODS, OFFICE OF:—			
Junior Clerk	1†	1	8

* In these cases the number of vacancies was not stated.
† These were Open Competitions.

TABLE C.—COMPARATIVE STATEMENT of the CASES dealt with, under the Order in Council of 4th June 1870, during the years 1890 and 1891.

—	1890.	1891.
Candidates who were passed and certificated - -	5,705	7,303
„ who were rejected on literary examination -	977	1,337
„ who were ineligible in respect of age -	37	44
„ who were ineligible in respect of health -	139	154
„ who were ineligible in respect of character	29	53
„ who were unsuccessful in competition -	6,815	7,725
„ who passed preliminary test examinations	512	417
„ who failed in preliminary test examinations	614	323
„ who did not proceed to examination -	1,305	2,280
	16,133	19,636

TABLE D.—STATEMENT of PRINCIPAL COMPETITIONS, OPEN AND LIMITED, disposed of in 1890 and 1891.

DEPARTMENT AND CLASS OF SITUATION.	Number of					
	Competitions.		Situations competed for.		Competitors.	
	1890.	1891.	1890.	1891.	1890.	1891.
Under the Order in Council of June 4th, 1870.						
†Clerkships, Second Division - - -	2	2	92	192	1,103	1,321
Competitions of Boy Clerks for Clerkships of the Second Division, under the provisions of Clause XI. of the Order in Council of 12th February 1876 - - -	2	2	54	45	227	188
†Boy Clerkships - - - -	2	2	222	272	1,498	1,165
†Admiralty :—Accountant Clerk, Outports -	—	1	—	1	—	9
†Admiralty:—Assistant, Nautical Almanac Office - - - -	1	—	1	—	15	—
†Admiralty :—Draughtsman at Outports -	1	—	2	—	3	—
†Admiralty :—Junior Assistant Schoolmaster (Dockyard) - - - -	—	1	—	1	—	6
Admiralty :—Second Class Assistant, Greenwich Observatory - - - -	—	1	—	1	—	3
British Museum :—Assistant - - -	2	1	3	1	15	3

† Competitions marked thus (†) were open competitions.

TABLE D.—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Situations competed for.		Competitors.	
	1890.	1891.	1890.	1891.	1890.	1891.
†Census Office (England):—Temporary Clerk	—	1	—	73	—	752
Census Office (Ireland):—Clerk	—	1	—	27	—	78
Census Office (Ireland):—Female Clerk	—	1	—	4	—	16
Census Office (Ireland): — Female Task-worker	—	1	—	3	—	11
Census Office (Scotland):—Clerk	—	1	—	24	—	129
Commons, House of:—Clerk	2	3	2	3	12	13
Customs:—Out-port Clerk	—	1	—	15	—	246
†Customs:—Out-door Officer	—	1	—	60	—	744
†Ecclesiastical Commission:—Junior Clerk	—	1	—	3	—	36
Foreign Office:—Clerk	1	—	1	—	6	—
Foreign Office:—Clerk on the Establishment or Attaché in the Diplomatic Service	—	1	—	3	—	14
Foreign Office:—Attaché	1	—	2	—	6	—
Foreign Office:—Clerk, Librarian's Department	1	—	3	—	7	—
†Foreign Office:—Student Interpreter	1	1	5	5	33	36
Friendly Societies Registry:—Messenger	—	1	—	1	—	3
Home Office:—Assistant Inspector of Mines	—	1	—	1	—	5
Home Office:—Inspector of Factories and Workshops	1	1	3	2	7	7
†Inland Revenue:—Assistant of Excise	—	1	—	100	—	696
Irish Land Commission:—Third Class Clerk	—	1	—	1	—	4
Lords, House of:—Clerk, Parliament Office	2	—	2	—	10	—
Mint:—Assistant Assayer	1	—	1	—	7	—
Mint:—Assistant to Assayers (Melbourne Branch)	1	—	1	—	9	—
†Mint:—Clerk Operative Department	—	1	—	1	—	5
Post Office:—Clerk, London Postal Service	—	2	—	20	—	42
†Post Office:—Female Clerk	2	2	125	190	1,049	1,131
†Post Office:—Telegraph Learner { Male	4	7	140	222	1,153	1,448
†Post Office:—Telegraph Learner { Female	5	5	107	62	2,036	1,615
†Post Office:—Female Sorter	2	2	38	112	1,300	1,206
†Prisons Department, England:—Clerk and Draughtsman in Office of Surveyor General of Prisons	1	—	1	—	11	—
†Public Works Office, Ireland:—Assistant Surveyor of Buildings	1	—	1	—	2	—
†Record Office, England:—Clerk	—	1	—	5	—	15
†Science and Art Department:—Junior Assistant, Art Branch	1	—	1	—	9	—
†Science and Art Department: — Assistant Keeper, Art Branch	1	—	1	—	5	—
†Science and Art Department: — Assistant, Dublin Museum	—	1	—	1	—	5
Science and Art Department:—Attendant	—	1	—	1	—	3
Science and Art Department:—Boy Attendant	—	2	—	3	—	5
†Stationery Office:—Clerk	1	—	3	—	8	—

† Competitions marked thus (†) were open competitions.

TABLE D.—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Number of Situations competed for.		Number of Competitors.	
	1890.	1891.	1890.	1891.	1890.	1891.
†War Office :—Assistant Surveyor, Royal Engineer Civil Staff	1	1	4	4	15	19
†Works, Office of:—Second Class Assistant Surveyor	—	1	—	3	—	9
†Works, Office of:—Junior Examiner	1	1	1	1	12	17
Works, Office of :—Assistant, Kew	—	1	—	2	—	7
†Works, Office of:—Assistant, Furniture Branch	—	1	—	1	—	9
Not under the above-mentioned Order.						
†Admiralty :—Apprentice in H.M. Dockyards	1	1	95	112	337	367
Collector General of Rates, Dublin, Office of:—Collector	1	—	1	—	6	—
†Colonial Services :—Eastern Cadet	1	1	6	7	70	53
†Colonial Services:—Clerk, Jamaica Civil Service	1	1	‡	‡	22	29
Colonial Services :—Established and Supplementary Clerks in Gibraltar Civil Establishments	—	1	—	‡	—	19
Constabulary, Royal Irish :—Cadet	1	1	3	9	14	75
†County Surveyor, Ireland	—	1	—	4	—	24
†India Civil Service	1	1	47	33	214	154
India Forest Service	1	1	15	14	47	34
Irish Lights Office :—Clerk (Lower Grade)	1	1	1	1	5	5
Mercantile Marine Offices :—Temporary Clerk	1	1	4	2	8	6
Mercantile Marine Offices :—Boy Clerk	1	2	4	3	13	13
Metropolitan Police :—Assistant Clerk, Surveyor's Office	—	1	—	1	—	2
National Education Office, Ireland :—Inspector	2	—	4	—	17	—
†Royal Military Academy, Woolwich	2	2	120	110	531	437
†Royal Military College, Sandhurst	2	2	318	318	1,132	1,271
Royal Navy :—Cadet	2	2	114	119	310	332
Royal Navy :—Assistant Clerk	2	2	21	19	145	115
†Royal Navy :—Engineer Student	1	1	37	39	94	102
†Supreme Court of Judicature, Ireland :—Junior Clerk	—	1	—	1	—	44
Trinity House :—Second Class Clerk	—	1	—	1	—	5
Trinity House:—Extra Clerk	1	1	1	1	5	5
Trinity House:—Boy Clerk	1	4	1	4	5	20

† Competitions marked thus (†) were open competitions.
‡ The number of vacancies in these cases was not stated.

TABLE E.—Showing the CAUSES of NON-ACCEPTANCE by DEPARTMENTS of SECOND DIVISION CLERKS and BOY CLERKS assigned to them (1876–1891).

Cause of Non-acceptance.	Second Division Clerks.	Boy Clerks.
Inefficiency	25	30
Offences against official rules, &c.	2	3
Health unsatisfactory	58	61
Character unsatisfactory	2	1
Age unsatisfactory (too near the higher limit)*	—	6
,, (too low for special duties)	1	—
Physical unfitness and carelessness	—	1
Inability to take up appointment	2	2
Cause not stated	2	—
	92	104

* The inconvenience arising from this cause was explained in our 24th Report.

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THIRTY-SEVENTH REPORT

OF

HER MAJESTY'S CIVIL SERVICE COMMISSIONERS,

WITH

APPENDIX.

Presented to both Houses of Parliament by Command of Her Majesty.

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THIRTY-SEVENTH REPORT.

MAY IT PLEASE YOUR MAJESTY,

WE, Your Majesty's Civil Service Commissioners, humbly offer to Your Majesty this our Thirty-seventh Report relating to the examinations held under our directions during the year 1892.

By an Order of Your Majesty in Council the place on this Board vacated by the superannuation of Sir George Webbe Dasent, referred to in our last Report, has been filled by the appointment of Lord Francis Hervey, one of the signatories of this Report, as Second Commissioner, Mr. W. J. Courthope having previously been appointed First Commissioner.

The total number of cases in our hands during the year 1892 was 33,608,* which may be distributed under the following heads:— Number of cases dealt with in 1892.

	Decided.	Under consideration.	Total.
I. Cases falling under the Order in Council of June 4th, 1870 - -	19,703	3,203	22,906
II. Cases not falling under this Order, viz.:—			
(*a.*) For Home Services - -	2,357	309	2,666
(*b.*) For Indian Services -	263	33	296
(*c.*) For Military Services -	5,029	1,958	6,987
(*d.*) For Naval Services - -	492	197	689
(*e.*) For Colonial Services -	36	28	64
Total - - -	27,880	5,728	33,608

Compared with the year 1891 these figures show an increase, under head I., of 1,162, and an increase, under head II., of 560, the result in the aggregate being an increase of 1,722.

HOME SERVICES.

During the year under review the results of 81 competitions (excluding the Indian, Military, Naval, and Colonial Services, and examinations for promotion) were announced, of which 41 were Open Competitions. Competitions in 1892.

These included one competition for Assistantships of Excise, one for Out-door Officerships of Customs, and one for 12 Clerkships, Class I., of the Civil Service.

In connexion with the last-mentioned examination a question arose as to the extent of the operation of Clause 2 of Your

* In this and similar statements a candidate who appeared twice (or oftener) is counted as two (or more) candidates.

Majesty's Order in Council of 15th August 1890, which altered the limits of age previously prescribed for clerkships Class I. in the Civil Service. Your Commissioners held that the limits of age fixed by that Order were to be taken as subject to the General Regulation 4 framed under Clause V. of Your Majesty's Order in Council of 4th June 1870, but as this view was not shared by certain other Departments, some discussion took place upon the subject, which resulted in the admission that our view of the matter was correct.

During the year five vacancies of a kind, usually filled by Open Competition under the Class I. Regulations, were provided for by transfer and four by promotion.

Four vacancies among Assistant Surveyors of Taxes were filled by the promotion of Second Division Clerks.

SECOND DIVISION.

Second Division Clerks are now employed in 64 Departments.

Two Open Competitions for Second Division Clerkships together with two competitions under Clause XI. of the Order in Council of 12th February 1876 were held in 1892. At these examinations 1,526 candidates competed for 359 appointments.

Number of appointments in the seventeen years 1876–1892.

The entire number of Second Division Clerks appointed since the date (12th February 1876) of the Order in Council which created the Division was, at the end of last year, 3,869; including 705 exceptionally appointed, chiefly from the class of Temporary Copyists.

Assignments for temporary duty.

The number of Second Division Clerks assigned during the year 1892 for temporary duty was 15.

Transfers.

Fifty-two Clerks were transferred from one Department to another in 1892. The entire number of such transfers since the Order in Council of February 1876 is 489.

Probation.

There were 17 cases last year of the rejection of a Clerk on probation. Out of the whole number who have been admitted on probation, 109 have been rejected, of whom 80 were allowed further trials, which, so far as is at present known, have in no case proved unsatisfactory. The reasons for the rejections are given in detail at p. 48 of the Appendix.

Choice amongst Departments.

Under the rule laid down in 1884, by which Second Division Clerks are allowed to name the Departments in which they would prefer to serve, it was found to be possible last year to give effect to these preferences in 175 cases. In 104 other cases, however, it was necessary to disregard them in order to meet the exigencies of the Public Service. No Clerk, however, has been forced to serve in any particular Department unless all above him on the list had declined to serve there.

Boy Clerks.

Two examinations for Boy Clerkships were held in 1892. The number of boys selected was 412; and 1,258 candidates presented themselves. The aggregate numbers for the seventeen years, 1876–1892, were 15,250 candidates and 2,287 vacancies. Of these 15,250, however, 7,571 failed to show a competent

proficiency in the obligatory subjects, handwriting, spelling, and arithmetic; so that the number of qualified competitors was reduced to 7,679, or between three and four for every vacancy.

Probation of Boy Clerks.

One Boy Clerk was returned to us last year as having failed to pass his probation, but he has since been assigned to another Department. The ground of rejection was inefficiency.

In all 105 Boy Clerks have been rejected on probation, of whom 88 have been allowed a fresh trial in other Departments; the remainder have either resigned or have been removed from the list as unfit for the Service generally.

Competitions for technical appointments.

Of the 41 Open Competitions for the Home Service, the results of which were announced during the year, seven were for situations of a professional or technical character, open only to persons who had undergone a certain amount of previous technical training, as explained in our twenty-ninth Report.

Competitions for non-technical appointments.

Of the 34 non-technical competitions, 14 were for appointments in the Post Office. In 8 of these fourteen, 4,297 female candidates competed for 274 situations; and in six, 1,022 boys competed for 67 situations.

Post Office appointments.

These figures show that the average number of female candidates competing for each situation, which was 27 in 1888, and had fallen to 18 in 1889, to 16 in 1890, and to 11 in 1891, had risen in 1892 to above 15.

Temporary Copyists. Men.

The total number of Men Copyists on the Register on the 31st December last was 532; and the number in actual employment, as nearly as can be stated, 508.

Bonus and gratuity.

In pursuance of the provisions of the Minute issued by the Lords of the Treasury in December 1886, allowing bonus and gratuity under certain conditions to be paid to Copyists, we have paid in the course of the year in all 934 bonuses amounting to 4,813*l.*, and gratuities in 40 cases amounting to 2,973*l.*

Abstractors.

The policy of this Minute has received a further development within the last three years by the promotion of meritorious Copyists of proved ability to the position of Abstractors or Assistant Clerks. This is a new class of permanent officials employed in various departments in which there is work to be done inferior to that usually entrusted to Clerks of the Second Division, but somewhat higher than that performed by temporary Copyists. The number of Copyists so promoted up to the 31st December last amounted to 267.

Boy Copyists.

The number of Boy Copyists added to the Register in 1892, after passing the prescribed examination, was 312; the number of candidates from whom they were selected having been 888, but 18 candidates who though unsuccessful at an examination for Boy Clerkships had reached the standard of qualification for Boy Copyists were placed on the Register, thus raising the total of registrations to 330. Besides the above, 11 were registered in virtue of the rule enabling successful

candidates at examinations for Boy Clerkships to serve as Boy Copyists pending their appointment as Boy Clerks, and 9 Boy Copyists were restored to the Register. During the same period the number of withdrawals and removals was 315. The total number on the Register at the end of the year was 1,053, and the number serving 825.

Clause VII. of the Order in Council of 4 June 1870.

The number of applications made to us, in 1892, for the grant of certificates under the exceptional provisions of Clause VII. of the Order in Council of 4th June 1870 amounted to 640. This clause has now been used in 3,443 cases altogether; in the great majority of which examination has been wholly dispensed with. Certificates have been granted in 2,996 cases, and refused in 117. The balance includes cases undecided at the end of 1892, and cases in which candidates declined to proceed, &c.

INDIAN SERVICES.

Civil Service of India.

The annual open competition for the Civil Service of India (the first examination under the Revised Regulations*) was held in August 1892. Thirty-two appointments were offered, which were distributed as follows amongst the several Presidencies, &c.:—

North-West Provinces, Punjab, Oudh, and Central Provinces - - - -	14
Bengal, Lower Provinces, including Assam -	7
Madras - - - - -	5
Bombay - - - - -	4
Burma - - - - -	2

The number of competitors, including one candidate who died shortly after being successful, was 69, or about two for each vacancy.

According to the information supplied by the 32 successful competitors in May and June 1892, when they were applying for admission to the competition, 17 had completed a full University course and were entering for the examination without any special preparation beyond that afforded by their own Colleges or University teachers; 10 had, in addition to a University course of greater or less duration, been specially prepared; while five relied entirely on special preparation.

In July 46 candidates who had completed their two years' term of probation in this country came up for their final examination. With three exceptions all of these candidates were pronounced duly qualified for admission to the Civil Service of India. Of the candidates excepted two failed in the literary examination, and one failed to satisfy the Commissioners of his ability to ride.

India Forest Department.

The annual examination for the Forest Service of India was held in June. Thirty-two candidates attended, of whom the required number, viz., 12, were selected for admission to Coopers Hill College.

* *See* pp. 37–40 of the Appendix to the Thirty-fourth Report of the Civil Service Commissioners.

Military Services.

Four Preliminary Examinations for the Army were held during the year 1891, viz., in March, June, September, and December. Of the 2,662 candidates who were examined, 848 passed in all the subjects of the examination. Military Preliminary Examinations.

Two "Further" Examinations were held as usual in the year for Cadetships in the Royal Military College. In the summer 695, and in the winter 668, candidates competed, but the results of the latter competition had not been ascertained at the end of the year 1892. The number of cadetships offered at the summer examination was 129 (of which 108 were for infantry, 15 for cavalry, and 6 for West India regiments). In addition, 22 University candidates competed for 8 Commissions in the Army, and 14 candidates were examined, of whom 12 passed, as Queen's Cadet or Queen's Indian Cadet. Royal Military College.

Eighteen Commissions in the Royal Marine Light Infantry were also offered to the candidates who attended these examinations. Royal Marine Light Infantry.

For the Royal Military Academy, Woolwich, two competitive examinations were held. At the June examination 236 competitors presented themselves, but as 122 failed in the obligatory portion of the examination, only 114 qualified candidates competed for the 50 vacancies offered. The results of the November examination had not been ascertained at the end of the year 1892. Royal Military Academy.

Two examinations were also held (in April and October) for Lieutenants of Militia desirous of qualifying themselves, so far as literary subjects are concerned, for admission to subsequent competitions in military subjects for commissions in the Regular Army. The April examination was attended by 77 candidates, of whom 60 qualified; the October examination by 53 candidates, of whom 34 qualified. Lieutenants of Militia.

During the year also six candidates were examined under the Regulations for the Examination of Officers of the Colonial Local Military Forces for Commissions in the Army, two of whom were successful.

Two examinations of Officers of the Army in Modern Foreign Languages were also held in 1892. These were attended by 101 candidates, of whom 54 passed the minimum qualifying examination, 22 were declared to be qualified as Interpreters, and 4 others satisfied the preliminary test imposed upon candidates desiring to pursue the study of specified languages abroad.

Naval Services.

Two examinations were held in 1892 of boys nominated by the Lords of the Admiralty to compete for Naval Cadetships. At the June examination 169 boys competed for 56 ordinary Naval Cadets.

Cadetships, and at the November examination 193 boys were nominated to compete for 56 ordinary Cadetships, but the results of this examination had not been ascertained on the 31st December 1892. At the June examination one boy passed the test examination prescribed for "Service" Cadets, *i.e.*, Cadets selected by the Board of Admiralty from sons of meritorious officers in the Army, Navy, or Marines. According to the Admiralty Regulations, a certain number of Cadetships are given annually to sons of gentlemen in the Colonies, on the recommendation of the Secretary of State for the Colonies. Four of these candidates were dealt with in the year 1892, two of whom passed the qualifying examination, which usually takes place at Colonial stations on board the Admiral's ship, under the superintendence of a chaplain or other officer, examination papers being sent from this Office for the purpose.

Assistant Clerkships in the Navy.

Two competitions were held in 1892 for Assistant Clerkships in the Navy. At the earlier competition, held in June, 45 boys nominated by the Lords of the Admiralty competed for six ordinary vacancies. At the second examination, held in November, 60 boys, similarly nominated, competed for eight Assistant Clerkships of the ordinary kind, and one boy was subjected to a qualifying examination, which he passed, for the one Clerkship which is reserved annually for sons of officers of the Navy who have distinguished themselves in the Service.

Naval Instructors.

One candidate underwent the preliminary examination for the post of Naval Instructor but failed.

Engineer Students.

An open competition was held in April for Engineer Studentships in the Navy. The competition was attended by 133 candidates, 30 of whom passed a qualifying examination, and were admitted.

Simultaneously with the competitive examination seven other candidates nominated by the Lords of the Admiralty, including one Colonial candidate, were subjected to a qualifying examination for as many studentships. Six reached the qualifying standard.

Dockyard apprentices.

An open competitive examination was held as usual in April for the entry of Apprentices in Her Majesty's Dockyards. There were 451 candidates, of whom 320 passed a qualifying examination, and 140 were admitted.

Colonial Services.

Eastern Cadetships.

An Open Competition for Eastern Cadetships was held in November 1892. Thirty-three candidates attended the examination, which was for two vacancies subsequently increased to three, viz., two in the Straits Settlements, and one in Ceylon.

Civil Service of Jamaica.

An examination for the Civil Service of Jamaica was held in that island in 1892, which was attended by 27 candidates; but

the results of the examination had not been announced at the end of the year 1892.

Fees.

The value of the fee stamps presented by candidates at examinations held in the year 1892 was 14,890*l.*, against 12,014*l.* in the previous year. Fees.

Examiners.

The following list contains the names of the gentlemen who, under the general superintendence of our Senior Examiner, and the Permanent Examiners, Mr. Butler, Mr. Bonar, and Mr. Sargant, assisted us on various occasions during the year in the conduct of our examinations:—

Geography; History; English Language and Literature, &c.—T. Arnold; A. J. Ashton; A. J. M. Bell; Professor J. F. Blake; R. Booth; A. Cardew; G. G. Chisholm; C. W. Chute; J. Clarke; Rev. Dr. W. O. Cleave; J. A. Cramb; J. Hastings Crossley; A. W. W. Dale; Col. A. M. Delavoye; Professor E. Dowden; W. B. Duffield; T. J. Dymes; J. G. Fitch; W. Fitzpatrick; H. R. Francis; Professor S. R. Gardiner; Rev. H. B. George; C. J. Griffiths; T. W. Haddon; Professor J. W. Hales; Dr. Fitzedward Hall; V. W. C. Hamlyn; A. Hassall; Rev. J. F. Heyes; Rev. J. N. Hoare; J. C. Horobin; E. E. Humphreys; H. Johnson; Lt.-Col. C. C. King; Professor W. Knight; Rev. Dr. T. H. L. Leary; W. Little; R. Lodge; S. P. Micholls; Professor F. C. Montague; E. Myers; E. L. Naftel; G. K. Paley; J. H. Pollen; F. York Powell; A. O. Prickard; G. W. Prothero; A. R. Ropes; Rev. Professor W. W. Skeat; Rev. E. W. South; G. F. Stevenson; H. E. Trevor; F. C. Walrond; C. Knight Watson; B. Whishaw; P. F. Willert; Rev. C. J. Wynne.

Holy Scripture.—Rev. J. N. Hoare; Rev. Dr. T. H. L. Leary; Rev. E. Ledger.

Greek and Latin Languages, Literature, and History.—T. Arnold; A. J. Ashton; Professor S. H. Butcher; Professor Lewis Campbell; Professor T. Case; C. W. Chute; Rev. Dr. W. O. Cleave; J. Hastings Crossley; J. L. Strachan Davidson; J. D. Duff; H. R. Francis; Professor H. C. Goodhart; T. W. Haddon; J. A. Hamilton; Dr. H. Jackson; Rev. Dr. T. H. L. Leary; G. E. Marindin; Professor F. C. Montague; Rev. O. Ogle; Rev. T. L. Papillon; H. A. Perry; J. S. Reid; J. Y. Sargent; A. Sidgwick; G. F. Stevenson; Professor R. Y. Tyrrell; Rev. W. Wayte; L. Whibley; Rev. R. Whiston.

French.—Professor R. Atkinson; S. Barlet; A. O. D. Bartholeyns; A. Cardew; E. A. Cazalet; A. Cogery; D. R. de Fontanier; Col. A. M. Delavoye; A. Esclangon; A. H. Douglas-Hamilton; Alfred Hamonet; A. Huguenet; Henri Van Laun; H. W. G. Markheim; E. L. Naftel; B. L. O'Donnell; F. York Powell; L. Stièvenard; Henri Testard; A. A. Tilley.

German.—Dr. F. Althaus; Professor R. Atkinson; H. E. Goldschmidt; Dr. H. Hager; Dr. N. Heinemann; E. L. Naftel; Dr. E. Oswald; Rev. Dr. J. J. Overbeck; C. C. Perry; Dr. H. Oskar Sommer; Dr. J. Wallraf; W. Wallraf; H. S. Beresford Webb; H. J. Wolstenholme.

Italian.—Professor R. Atkinson; C. C. Lacaita; Signor A. Nathan; Signor V. Papucci.

Irish.—Rev. Professor J. Goodman.

Spanish.—Don Ramon Tejada.

Portuguese.—Professor A. Peixoto.

Russian.—E. A. Cazalet.

Scandinavian.—H. L. Braekstad; E. Gosse.

Turkish.—Rev. A. Tien.

Arabic.—Professor D. S. Margoliouth; Rev. A. Tien.

Coptic.—M. R. James.

Sanskrit.—Professor J. Eggeling; Professor F. Max Müller.

Hebrew.—Dr. A. Neubauer.

Hindustani.—Capt. R. St. John.

Mathematics, Pure and Mixed.—T. H. Attwater; Dr. W. H. Besant; Rev. J. Bond; J. Brill; S. O. Buckmaster; Professor A. S. Butler; Professor D. S. Capper; Professor M. W. Crofton; Dr. A. R. Forsyth; F. Baden Fuller; W. T. Goolden; J. G. Hay Halkett; Professor H. Hart; E. L. Kearney; Professor C. J. Lambert; Professor P. R. Scott Lang; Dr. J. Larmor; Rev. W. H. Laverty; Rev. E. Ledger; J. Lyon; Major P. A. Macmahon; G. K. Paley; Professor H. S. Hele Shaw; H. M. Taylor; Rev. G. S. Ward; Rev. Dr. H. W. Watson; Professor B. Williamson; R. J. Woods.

Chemistry; Electricity and Magnetism; Heat and Light; Geology and Mineralogy; Physics; Physical Geography.—Professor W. G. Adams; R. E. Baynes; A. J. M. Bell; J. Brill; Professor A. S. Butler; Professor H. B. Dixon; J. Castell-Evans; Professor W. Garnett; W. T. Goolden; Professor A. H. Green; C. T. Heycock; Professor T. Rupert Jones; Professor V. B. Lewes; Professor G. D. Liveing; J. E. Marr; Professor R. Meldola; H. F. Newall; A. Scott; Professor W. J. Sollas; Professor S. P. Thompson; Professor J. J. Thomson.

Botany; Zoology; Animal Physiology.—Professor I. B. Balfour; Professor F. Gotch; Dr. S. J. Hickson; Dr. A.

Sheridan Lea; R. Lydekker; Professor A. Milnes Marshall; Dr. M. T. Masters; E. B. Poulton; Professor S. H. Vines.

Moral Sciences, Logic, Political Economy, and Political Science.—S. Alexander; H. F. B. Compston; W. L. Courtney; Dr. W. Cunningham; Professor H. S. Foxwell; Professor F. C. Montague; L. L. Price; A. Robinson; Professor A. Seth; G. F. Stout; T. Thornely; J. Ward.

Law and History (Constitutional and Political).—A. J. Ashton; Dr. H. Bond; R. Campbell; S. W. Casserley; K. E. Digby; W. B. Duffield; H. B. Leech; Professor F. W. Maitland; J. B. Moyle; E. Myers; G. K. Paley; T. Raleigh.

Factories and Factory Legislation.—Dr. G. P. Bate.

Architecture, Civil Engineering and Surveying, Mechanical Engineering, Practical Geometry, and Geometrical Drawing, &c.—Major G. S. Clarke; Capt. S. D Cleeve; B. Fletcher, F.R.I.B.A.; Lt.-Col. C. C. King; Major-Gen. C. E. Luard; J. Lyon; W. H. Mills; Col. H. C. Seddon; Professor H. S. Hele Shaw; W. Castle Turner, C.E.; H. Ward, C.E.

Freehand Drawing.—Capt. R. M. Alexander; Major G. S. Clarke; Rev. W. Kingsley; J. H. Pollen; R. J. Woods.

Book-keeping.—E. E. Humphreys; B. Whishaw.

School Management and Organisation.—Dr. J. G. Fitch.

Vocal Music.—Dr. J. F. Bridge.

Practical Farming.—Professor J. W. Wallace; Professor R. Wallace.

Mining.—H. Bauerman.

Sanitary Engineering.—Major-Gen. C. E. Luard; Col. H. C. Seddon; H. Ward, C.E.

Industrial Arts.—J. H. Pollen.

Knowledge of Telegraph Instruments, &c.—J. Gavey.

Shorthand.—W. H. Gurney Salter.

Topographical Plan Drawing and Map and Chart Projection.—E. G. Ravenstein.

Employed at the Periodical and Final Examinations of the Candidates selected for the Civil Service of India.

Jurisprudence.—Professor E. C. Clark; C. P. Ilbert, C.S.I., C.I.E.

Law of India, &c.—C. P. Ilbert, C.S.I., C.I.E.

Notes of Cases, and Law of Evidence.—A. J. Ashton; Kenelm E. Digby; T. S. Soden.

History and Geography of India.—H. G. Keene, C.I.E.

Political Economy.—W. C. Sidgwick.

Hindustani.—Dr. Fitzedward Hall; M. Kempson; J. T. Platts.

Telugu.—L. Forbes.

Hindi.—Dr. Fitzedward Hall.

Bengali.—W. S. Seton-Karr.

Marathi.—Rev. S. D. Bhabha; Rev. Dr. J. Murray Mitchell.

Tamil.—E. W. Bird; Rev. S. Hobbs.

Gujarati.—Rev. S. D. Bhabha.

Burmese.—Lieut.-General Horace A. Browne.

Sanskrit.—Dr. Fitzedward Hall.

Persian.—M. Kempson.

Arabic.—Rev. A. Tien.

Agricultural Chemistry.—Dr. J. A. Voelcker.

Botany, Geology, and Zoology.—Professor L. C. Miall.

Riding.—Lieut.-Col. J. F. Brough, R.H.A.

All which we humbly submit to Your Majesty's most gracious consideration.

Witness our hand, this eighteenth day of August, one thousand eight hundred and ninety-three.

W. J. COURTHOPE.

FRANCIS HERVEY.

APPENDIX.

CORRESPONDENCE.

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CORRESPONDENCE.

HOME CIVIL SERVICE.

SECOND DIVISION.

The Secretary, Treasury, to the Civil Service Commissioners.

SECOND DIVISION. Appointment to other Situations.

APPOINTMENT of SECOND DIVISION CLERKS to other SITUATIONS.

MY LORD AND SIR, 22nd February 1893.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to acquaint you that They have had referred to Them certain questions which have lately arisen in connexion with appointments from the Second Division of the Civil Service to other situations.

My Lords have given careful consideration to all the circumstances, and think it desirable to express the following views upon the subject:—

I. They hold, with the Civil Service Commissioners, that no Clerk of the Second Division can be appointed to any situation outside that Division without a fresh certificate from the Civil Service Commissioners, inasmuch as the certificate of qualification for the Second Division only gives warrant for the employment of such clerks in accordance with the conditions prescribed by the Orders in Council regulating that Division.

II. They also hold that certificates for minor staff appointments, the salary of which does not exceed the maximum of 500*l.* a year, may properly be issued solely under the provisions of Clause 7 of the Order in Council of the 4th June 1870, which clause requires the previous consent of the Treasury and enables the Civil Service Commissioners, if they think fit, to dispense altogether with examination.

III. They further hold that appointments of Clerks of the Second Division to the Upper Division, or to posts (not classified as Upper Division) carrying a maximum salary in excess of 500*l.* a year, or leading, in the ordinary course of promotion, to posts of which the maximum salary exceeds 500*l.*, must be governed by Clause 18 of the Order in Council of the 12th February 1876.

My Lords request that every case of appointment under Clause 18 of the Order in Council of 12th February 1876 may be submitted to them in the form annexed hereto,* which they will forward to the Civil Service Commissioners in each case, if the appointment is approved.

I am, &c.

* Not printed.

FOREIGN OFFICE.

The Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 21st April 1892.

Subordinate Consular situations.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to send herewith a copy of a letter from the Foreign Office proposing to place in Schedule B. of the Order in Council of 4th June 1870 "persons locally engaged with the permission of the Secretary of "State as constables, gaolers, or in other subordinate capacities in Her "Majesty's Consulates in China, Japan, or Siam, but who have not "obtained a certificate from the Civil Service Commissioners."

I am to request that my Lords may be informed whether you see any objection to the proposal of the Secretary of State.

I am, &c.

ENCLOSURE.

SIR, Foreign Office, 12th April 1892.

WITH reference to the correspondence regarding the proposal to place the Constable at Her Majesty's Consulate at Chinkiang, in Schedule B. of the Order in Council of 4th June 1870, I am directed by the Marquis of Salisbury to submit the following observations for the consideration of the Lords Commissioners of Her Majesty's Treasury.

In your letter of the 15th of January last you state that certain objections to the proposal had occurred to their Lordships on the ground that the regulations providing for the grant of a Certificate by the Civil Service Commissioners to Constables employed in Her Majesty's Establishments in China, Japan, and Siam, applied to all such posts, and were intended to secure the appointment of fit persons; that the Order in Council had directed that (with certain exceptions) no persons should be appointed to any situation in the Civil Service without such a Certificate, and that the exceptions hitherto admitted had usually been made because the duties of the post were of such a character that the situation could not properly be included in the permanent Civil Service of the State. Whereas in the present case it was proposed to except the situation of Constable at a particular Consulate, not because the duties differed from those which corresponding officers had to perform elsewhere, but because the person whom it was intended to appoint was above the prescribed age, and he was consequently to that extent less fit for the service in question.

The Lords of the Treasury therefore suggested that if the Constable at Chinkiang was to be placed in Schedule B., it should be done for reasons which would apply to all similar situations in the East.

Lord Salisbury entirely concurs in the opinion that whenever practicable it would be preferable to appoint as Consular Constables persons possessing all the qualifications prescribed by the regulations; but in this instance it was found impossible to obtain any one else on the spot capable of performing the duties required. The post had, in the interests of the Public Service, to be filled up without delay, since it was necessary to provide some one at once to take charge of the prisoners.

It was most fortunate that Her Majesty's Consul was able to secure the services of A.B., who held excellent testimonials from the Military authorities at Hong Kong, and had six years experience as Constable at Ningpo.

The duties of the post have been performed very satisfactorily by A.B., and in these circumstances Lord Salisbury is of opinion that it is not desirable at present to incur the greater expense of sending out a certificated Constable from this country to replace him.

His Lordship has no hesitation in stating that the more economical arrangement affected at Chinkiang has proved beneficial to the Public Service, and in order

FOREIGN OFFICE.

Subordinate Consular situations.

to bring A.B's. appointment within the terms of the Order in Council, and to provide for similar cases, which must necessarily arise from time to time at Her Majesty's Consulates in China, Japan, and Siam, he considers that it would be expedient to place in Schedule B. "persons locally engaged, with the permission of "the Secretary of State, as Constables, Gaolers, or in other subordinate capacities in "Her Majesty's Consulates in China, Japan, or Siam, but who had not obtained a "certificate from the Civil Service Commissioners."

This proposal will enable the Secretary of State to avoid the cost which would be entailed on public funds by sending out a man from England, when a suitable person can be found to fill the office of Constable on the spot, and if it should meet with the concurrence of the Lords Commissioners, I am to request that steps may be taken for publishing the usual notification in the Gazette.

I am, &c.

The Secretary to the Treasury. (Signed) T. H. SANDERSON.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 28th April 1892.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 21st instant, with enclosure, on the subject of a proposal on the part of the Foreign Office to add to Schedule B. of the Order in Council of 4th June 1870 persons locally engaged, with the permission of the Secretary of State, as constables, gaolers, or in other subordinate capacities in Her Majesty's Consulates in China, Japan, or Siam, who have not obtained a certificate of qualification from this Board.

In reply, I am to state, for the information of the Lords Commissioners of Her Majesty's Treasury, that, as their Lordships are aware, the effect of such a course would be to deprive such persons of any claim to superannuation in respect of their civil service. The result would be to divide individuals serving in the same capacity into two classes, one enabled to count service towards superannuation, and the other not so enabled. Whether such a distinction is desirable from an administrative point of view is perhaps a question for the consideration of their Lordships of the Treasury and the Secretary of State for Foreign Affairs. But if a distinction of this nature is held to be undesirable, the Commissioners think that, in view of the representations made by the Foreign Office as to the difficulty of securing on the spot persons capable of performing the duties required and of the delay and expense which would be involved in sending out certificated constables from this country, the preferable course would be in the first instance to apply to the cases of persons selected locally the provisions of the "London Gazette" notice of 16th January 1872, to which reference was made in your letter of the 11th of December last,* and then to present such persons as soon as possible afterwards to this Board for certificates of qualification dealing with them, where circumstances appeared to their Lordships to justify such a procedure, under clause 7 of the Order in Council of 4th June 1870.

I have, &c.

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* Not printed.

INDIA AUDIT OFFICE.

India Audit Office.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

Sir, 7th October 1892.

Second class Clerkships.

With reference to your letter of the 14th August 1891,* signifying their Lordships' consent to a proposal that Second Class Clerks for the India Office should be provided on the results of the examinations for the Second Division of the Imperial Civil Service, so long as the India Office maintains identical regulations for its officers.

I am directed to transmit, for the information of the Lords Commissioners of Her Majesty's Treasury, copy of a letter which the Commissioners have received from the India Audit Office requesting to be supplied with a Second Class Clerk; and I am to inquire whether their Lordships are pleased to agree that Second Class Clerks may be supplied to the India Audit Office on the same conditions as to the India Office on the results of the Second Division examinations.

It will be understood that any Second Division Clerks so appointed to Second Class Clerkships in the India Audit Office would be required to resign their positions as Clerks of the Second Division.

I have, &c.

Enclosure.

India Audit Office, S.W.,
3rd October 1892.

Sir,

I have to request that you will move the Civil Service Commissioners to send to my Department a Second Class Clerk.

I shall be glad to have the services of this gentleman as soon as practicable.

I have, &c.
(Signed) Walter Carew Cocks,
Auditor.

The Secretary,
Civil Service Commission.

The Secretary, Treasury, to the Civil Service Commissioners.

My Lord and Sir, 13th October 1892.

I am directed by the Lords' Commissioners of Her Majesty's Treasury to acknowledge the receipt of your letter of the 7th instant, and to state, in reply, that the directions given in the letter from this Board of the 14th of August 1891* as to the supply, under certain prescribed conditions, of Second Class Clerks for service in the India Office, applied to the whole Establishment, and that they are not aware of any reason for excluding the Audit Branch, if the required conditions are observed.

I am, &c.

* See page 7.

INDIA AUDIT OFFICE.

Second class Clerkships.

The Secretary, Civil Service Commission, to the Auditor, India Audit Office.

SIR, 18th October 1892.

WITH reference to your letter of the 3rd instant, requesting to be furnished with a Second Class Clerk for service in your Department,

I am directed by the Civil Service Commissioners to request that you will be good enough to inform them whether the rate of pay and general conditions of service of Second Class Clerks in your Department are the same as those fixed for Clerks of the Second Division of the Civil Service by the Order in Council of 21st March 1890, and, if so, whether you could have any objection to vacancies in your Department being filled in the same manner as Second Class Clerkships in the India Office have recently been filled, that is to say, by the appointment of persons on the unassigned list of the Second Division under the conditions set forth in the enclosed extract from an India Office letter dated the 27th of June 1891.

I have, &c.

ENCLOSURE.

Extract.

India Office, Whitehall, S.W.,
27th June 1891

SIR,

* * *

I AM to take this opportunity of requesting that Second Class Clerks may be furnished, when required for the Establishment of the Secretary of State in Council, either from the list of Second Division Clerks, or by holding a special examination, or by transfer of a Second Division Clerk from another office, according to the circumstances in each case.

It is understood that Clerks of the Second Division taken from the unassigned list or transferred from some other Department, will, when employed in the India Office, lose their status as Second Division Clerks, and will be ineligible for transfer or re-transfer (as the case may be) to any other office.

Lord Cross has recently decided in Council that the rate of pay and general conditions of service of Second Class Clerks at this Office shall be similar, as regards future entrants, to those fixed for Second Division Clerks in the Order of the Queen in Council of the 21st March 1890.

I am, &c.
(Signed) A. GODLEY.

The Secretary,
Civil Service Commission.

The Auditor, India Audit Office, to the Secretary, Civil Service Commission.

SIR, 20th October 1892.

I HAVE to acknowledge the receipt of your letter of the 18th instant, and, in reply, have to request that the Civil Service Commissioners may be informed that "the rate of pay and general conditions of service of "Second Class Clerks" in my Department are "the same as those "fixed for Clerks of the Second Division of the Civil Service by the "Order in Council of 21st March 1890;" that the conditions set forth

in the Extract from Mr. Godley's letter of 27th June 1891, referred to by you, do apply or may be made to apply to my Department, and that vacancies therein may be "filled in the same manner as Second Class "Clerkships in the India Office have recently been filled."

India Audit Office.

Second class Clerkships.

I have, &c.

The Secretary, Civil Service Commission, to the Auditor, India Audit Office.

SIR, 22nd October 1892.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 20th instant respecting Second Class Clerkships in your Department, and I am to state that the Commissioners will at once proceed to satisfy the demand contained in your letter of the 3rd instant by transferring to your Department, under the provisions of clause 7 of the Order in Council of the 4th of June 1870, one of the unassigned candidates on the successful list resulting from the last competition for clerkships of the Second Division of the Civil Service, and, further, that under existing arrangements, the Commissioners will continue to fill future vacancies in a similar manner so long as the rate of pay and general conditions of service of Second Class Clerks in the India Audit Office are identical with those fixed for Clerks of the Second Division of the Civil Service.

I am at the same time to take this opportunity of transmitting for your information the enclosed copy of a letter dated the 14th August 1891, from the Lords of the Treasury in connexion with this subject.

I have, &c.

ENCLOSURE.

Treasury Chambers,

GENTLEMEN, 14th August, 1891.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to acquaint you, with reference to Mr. Lockhart's letter of the 1st ultimo, that, after further consideration, my Lords assent to your proposal that Second Class Clerks for the India Office may be provided on the results of the Examinations for the Second Division of the Imperial Service, so long as the India Office maintains identical regulations for its officers. If any change is made in the Indian Regulations, the examinations must be held separately.

Subject to these conditions, my Lords see no objection to your supplying clerks to fill the existing vacancies in the India Office, and to dealing with any occasional vacancies which may hereafter occur in the manner proposed in your letter under reply.

I am, &c.

The Civil Service Commissioners. (Signed) R. E. WELBY.

Post Office.

Health

POST OFFICE.

The Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 3rd February 1892.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to transmit herewith for your information, with reference to Mr. Lockhart's letter of the 23rd ultimo,* a copy of a letter of to-day's date which my Lords have caused to be addressed to the Postmaster-General on the subject of the case of Mr. A. B., one of the Officers of the Submarine Telegraph Company who have been transferred to the service of the Post Office.

I am, &c.

ENCLOSURE.

Treasury Chambers,
SIR, 3rd February 1892.

IN reply to Mr. Joyce's letter of the 31st ultimo, with reference to the case of Mr. A. B., one of the Officers of the Submarine Telegraph Company who have been transferred to the service of the Post Office, I am directed by the Lords Commissioners of Her Majesty's Treasury to point out that in their letter of the 1st April 1889 they authorise the transfer of such of those Officers only who might appear to be fit for employment in the public service.

My Lords have no power to require the Civil Service Commissioners to grant Mr. A. B. a certificate of qualification, in the absence of a medical certificate that the state of his health is such as to allow him to perform his duties in a satisfactory manner.

If his duties have, as is stated in the letter under reply, been in fact so performed since his transfer, my Lords do not see that there need be any difficulty in obtaining the medical certificate required by the Civil Service Commissioners.

I am, &c.

The Postmaster-General. (Signed) R. E. WELBY.

The Secretary, Treasury, to the Civil Service Commissioners.

GENTLEMEN, 10th August 1892.

WITH reference to the letter from this Department of the 3rd February last, relative to the issue of a certificate of qualification to Mr. A. B., one of the Officers of the Submarine Telegraph Company, who were transferred to the service of the Post Office, I am directed by the Lords Commissioners of Her Majesty's Treasury to transmit to you the enclosed copy of a further letter which they have received from the Postmaster-General on the subject, and I am to request that my Lords may be furnished with your observations thereon.

I am, &c.

ENCLOSURE.

General Post Office,
MY LORDS, 4th August 1892.

WITH reference to your Lordships' letter of the 3rd of February last, No. 1,356, in the case of Mr. A. B., late of the Submarine Telegraph Company, I have the honour to state that a medical certificate having been forwarded to the Civil Service Commissioners to the effect that the state of Mr. A. B.'s health is such as to allow him to perform his duties in a satisfactory manner, the Commissioners still express themselves unable to issue their certificate in his favour, and I am constrained, therefore, to ask your Lordships' further instructions.

* Not printed.

Mr. A. B, I understand, during the 30 years he was employed under the Submarine Company, was absent from duty on only three days. Post Office.

Your Lordships may remember that this was one of the questions which were brought before the Public Accounts Committee, and I may observe that the case has been kept standing over pending the publication of the Committee's report. Health.

I have, &c.

The Right Honourable
The Lords Commissioners
of Her Majesty's Treasury.

(Signed) James Fergusson.

The Secretary, General Post Office, to the Secretary, Civil Service Commission.

Sir, 27th August 1892.

With reference to your letter of the 16th instant* to the Secretary to the Treasury, respecting the case of Mr. A. B., one of the Officers of the late Submarine Telegraph Company, I am directed to inform you that the Postmaster-General is quite willing that Mr. A. B. shall be examined by a physician selected by the Civil Service Commissioners, and he will be obliged if the Commissioners will be so good as to make the necessary arrangements.

I have, &c.

The Secretary, Civil Service Commission, to the Postmaster-General.

Sir, 5th September 1892.

In reply to Mr. Turnor's letter of the 27th ultimo, respecting the case of Mr. A. B., I am directed by the Civil Service Commissioners to state that they will be happy to arrange for that gentleman's medical examination at an early date, and that the necessary instructions will be sent to him in due course.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, General Post Office.

Sir, 20th October 1892.

Referring to your letter of the 27th of August, respecting the case of Mr. A. B., one of the Officers of the late Submarine Telegraph Company, I am directed by the Civil Service Commissioners to state, for the information of the Postmaster-General, that Mr. A. B. has now been examined by Sir Andrew Clark, the physician selected by this Board, and, having regard to his report, the Commissioners regret that they are unable to certify that Mr. A. B. is qualified in respect of health for the Public Service.

It is not, as the Postmaster-General will be aware, the practice of the Commissioners to communicate the contents of the reports of their medical referees, but the circumstances of the present case being entirely exceptional they think it desirable to furnish the following extract:—

"As Mr. A. B. is the subject of grave organic disease I cannot present him to the Commissioners as free from any defect or disease tending to interfere with the continuous and efficient discharge of the duties of a civil servant in any department of work."

I am to add that no information as to the previous medical history of the case was communicated to Sir Andrew Clark.

I have, &c.

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* Not printed.

POST OFFICE.

Soldiers and Sailors.

The Secretary, Treasury, to the Civil Service Commissioners.

MY LORD AND SIR, 19th December 1892.

WITH reference to Mr. Lockhart's letter of the 12th July last,* and previous correspondence, I am directed by the Lords Commissioners of Her Majesty's Treasury to transmit to you a copy of a letter from the Postmaster-General proposing an extension of the maximum limit of age in the case of sailor candidates for the posts of postmen and porters in his Department, and I am to inquire whether you see any objection to the proposal.

I am, &c.

ENCLOSURE.

General Post Office,
December 1892.

MY LORDS,

WITH reference to your Lordships' letter of the 20th June last, No. 9,911, sanctioning an extension of the maximum limit of age for the situation of postman or porter in the case of soldiers with 12 years' Army Service, I have the honour to represent to you that sailors equally with soldiers were intended to participate in the benefit of Post Office employment, and it appears to be only fair that the two years' extension of age granted to soldiers should be granted also to sailors with 12 years' service.

Accordingly I ask your Lordships' sanction to such an extension.

I have, &c.

The Right Honourable
The Lords Commissioners
of Her Majesty's Treasury.

(Signed) ARNOLD MORLEY.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 23rd December 1892.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 19th instant, with enclosure.

And, in reply, I am to state, for the information of the Lords Commissioners of Her Majesty's Treasury, that the Civil Service Commissioners see no objection to the following rule being laid down with regard to the age of candidates for the situation of postman or of porter in the department of the Postmaster-General, viz.:—

The superior limit of age for postmen and porters may be extended to 32 in the case of discharged soldiers and sailors who may have served for not less than 12 years in the Army or the Navy.

I am to request that the Commissioners may be informed whether their Lordships are pleased to approve of this rule.

I have, &c.

The Secretary, Treasury, to the Civil Service Commissioners.

MY LORD AND SIR, 31st December 1892.

IN reply to Mr. Lockhart's letter of the 23rd instant, I am directed by the Lords Commissioners of Her Majesty's Treasury to inform you that they approve of the proposed rule with regard to the age of soldier and sailor candidates for the situation of postman or porter in the Post Office.

I am, &c.

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* Not printed.

MILITARY ENTRANCE EXAMINATIONS.

From the Secretary, Civil Service Commission, to the Military Secretary, War Office.

SIR, 10th September 1892.

I AM directed by the Civil Service Commissioners to transmit, for the consideration of His Royal Highness the Commander-in-Chief, a copy of a Memorandum which they have caused to be prepared, showing the grounds on which it is considered desirable, if His Royal Highness should see no objection, to change the date of the Literary Examination for the Militia held in Autumn from October to November, so that the examination might be held simultaneously with that for the Royal Military College. Dates of the Militia Examinations.

I have, &c.

ENCLOSURE.

MEMORANDUM.

The two literary examinations of Lieutenants of Militia occur in April and October, six weeks before the corresponding Sandhurst examinations, which begin at the end of June and November respectively. The subjects of examination for Sandhurst and the Militia are precisely the same, and the papers are of the same degree of difficulty and exactly similar in form.

It would clearly be a great advantage, both in respect of economy and convenience if the two sets of examination could be held simultaneously.

It is probable, however, that a serious objection might be urged against any proposal to transfer the April Militia Examination to June on account of the annual training.

As the list shows that a very large number of the trainings begin about the middle of June and last through July, it appears to be impracticable to suggest any change in the date of the April Examination. But the same argument does not apply to the transfer of the Autumn Examination from October to November. To this proposal, however, a different objection might be made, that to hold the two examinations at the end of November and the middle of April is to divide the year into two unequal periods, one of $7\frac{1}{2}$ months, the other of $4\frac{1}{2}$ months. But the objection disappears if we consider periods of study rather than divisions of the year. For during the summer portion, $1\frac{1}{2}$ months must be deducted for the training during which no work can be done, and an unknown time in addition for the vacation which it may be presumed all candidates and tutors require.

It is submitted, then, that the proposed dates of examination would be at least as convenient to candidates as the present, while the change from October to November would save this Department a very considerable amount of expense and labour.

The Military Secretary, War Office, to the Secretary, Civil Service Commission.

SIR, 29th September 1892.

I AM directed by His Royal Highness the Commander-in-Chief to acknowledge the receipt of your letter of the 10th instant, and to acquaint you in reply that, upon the recommendation of His Royal Highness, the Secretary of State for War has approved of the

MILITARY ENTRANCE EXAMINATIONS.

suggestion of the Civil Service Commissioners to hold the Literary Examination of Militia Candidates, hitherto held in October, in November, simultaneously with the Sandhurst Examination.

I have, &c.

The Adjutant-General to the Secretary, Civil Service Commission.

University Candidates.

SIR, 5th November 1892.

WITH reference to the fact that after the 1st of January 1894, students from Cambridge University, who are candidates for army commissions, will be required to pass a more severe examination than the "Previous" examination, I have the honour, by desire of His Royal Highness the Commander-in-Chief, to request that you will have the goodness to obtain the opinion of the Civil Service Commissioners as to whether the "Previous" examination should still exempt candidates through the Militia from further literary test, except in Geometrical Drawing, before they are allowed to compete in military subjects.

I have, &c.

The Secretary, Civil Service Commission, to the Adjutant-General.

SIR, 10th November 1892.

IN reply to your letter of the 5th instant respecting the Regulations governing the Candidature of Militia Subalterns for Commissions in the Army.

I am directed by the Civil Service Commissioners to acquaint you, for the information of His Royal Highness the Commander-in-Chief, that they are of opinion that students of the University of Cambridge should, in order to obtain exemption from the Further Literary Examination prescribed in the case of Militia Officers be required to have passed the lowest University Examination which would constitute a "University Candidate" for a Commission in the Army under the Regulations dated 1st August 1892, and that the "Previous" Examination should consequently no longer confer a claim to exemption.

They presume that, as in the case of the special Regulations respecting University Candidates, the alteration would not take effect till the 1st January 1894.

I have, &c.

CIVIL SERVICE OF INDIA.

Mr. Hennell, Civil Service Commission, to the Under Secretary of State, India Office.

Civil Service Commission,
Sir, 26th September 1892.

Assignment of Presidencies.

In consequence of remarks made to them by successful candidates, the Civil Service Commissioners think it desirable to bring under the notice of the Secretary of State in Council the operation of the first of the "Announcements" appended to the Regulations. In each batch of eight candidates, the last three or four have little or no choice of provinces open to them, and in the cases of the 8th, 16th, and 24th in order of merit, it would have been a distinct advantage to them to have done less well in the examination, so as to have taken the 9th, 17th, and 25th places instead. The practical result of the rule is (supposing the Secretary of State not to interfere with the arrangement), that of the first nine candidates, the ninth is free to choose the part of India to which he will go, the eighth is compelled to go to that part which the others reject. Number 8 is thus deprived of the privilege of choosing his Province, which would have been allowed him as a reward for his "proficiency" in the examination if the 32nd section of the Statute 21 & 22 Victoria, c. 106. had continued to be administered as hitherto.

The "Announcement" as to exchanges between members of the same, or contiguous groups, does not in the present instance alleviate the hardship for the candidates at the bottom of each group, for to judge by the record of preferences, none of those above or below them, who are permitted to exchange with them, would be willing to do so, as they would not profit by it, in their own eyes, but the contrary.

Whether the candidates derive any real advantage from being able to exercise choice is a matter, the Commissioners can well understand, which may be open to question, but the candidates themselves think they do, and the fact of a choice being offered supports this belief.

The Commissioners would venture to suggest, for the consideration of the Secretary of State in Council, whether it might not be more in accordance with the letter and spirit of the Act if they were in future, in the first place, to report to him the order of the candidates according to their proficiency as shown by the examination, and were afterwards to announce to each of the candidates the name of the Province to which the Secretary of State in Council might be pleased to assign him.

I have, &c.

The Under Secretary of State, India Office, to the Secretary, Civil Service Commission.

Sir, 9th November 1892.

With reference to the last paragraph of my letter of the 30th September,* I am now directed by the Earl of Kimberley to reply to Mr. Hennell's letter of the 26th September, on the subject of the operation of the first of the "Announcements" appended to the Regulations for the competitive examination recently held for admission to the Civil Service of India.

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* Printed on page 15.

CIVIL SERVICE OF INDIA.

Assignment of Presidencies.

The system of assignment of selected candidates prescribed in that "Announcement" was, I am desired to say, adopted with the object of, as far as possible, reserving to candidates a choice of Province, while at the same time ensuring in the public interest, that each of the Provinces in India should receive a fair proportion of those who had shown the greatest ability in the examination. Lord Kimberley concurs with the Civil Service Commissioners in thinking it probable that the system causes in its operation a certain amount of dissatisfaction, inasmuch as no choice is given by it to some of those who have, at the examination, secured a high place, while very little choice is given to others of them. His Lordship, however, after giving his careful consideration to the method of assignment suggested by the Commissioners is doubtful whether that method, which would allow no choice to anyone, would give more satisfaction to the candidates as a body. That being the case, and as the present system, which was adopted after much deliberation, has had only one trial, Lord Kimberley does not consider it desirable that any change should be made just now.

I have, &c.

From the Secretary, Civil Service Commission, to the Under Secretary of State for India.

Riding.

SIR, 4th July 1892.

I AM directed by the Civil Service Commissioners to request that you will submit, for the consideration of the Secretary of State for India in Council, the enclosed * draft of Regulations for the Open Competition to be held next year for the purpose of selecting candidates for the Civil Service of India.

The alterations made in this Draft are shown on the copy of the Regulations for 1892 which is also enclosed.

I have, &c.

From the Under Secretary of State for India, to the Secretary, Civil Service Commission.

SIR, 4th August 1892.

I am directed by the Secretary of State for India in Council to acknowledge the receipt of your letter of the 4th ultimo, enclosing, for consideration, the draft of regulations for the open competition to be held in 1893 for the Civil Service of India.

I am desired to say, in reply, that Viscount Cross approves of the draft Regulations except so far as they deal with the matter of ascertaining the qualification of selected Candidates as regards riding. With regard to that matter, however, his Lordship is, on further consideration, of opinion that the suggestions made in Mr. Walpole's letter to the Civil Service Commissioners, dated the 9th of December 1890,† require modification, and that it is necessary that the Government of India should be consulted. He has accordingly addressed the Governor General in Council on the subject, and would (unless the Civil Service Commissioners see any objections) postpone the issue of the Regulations until an answer is received, which may be expected on an early date.

The postponement of the issue of the Regulations need not, I am to add, delay the issue of the Instructions to Candidates who may be

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* For the Regulations as finally settled, *see* pages 18–22.

† Not printed.

selected at the approaching Competitive Examination, which formed the subject of Mr. Walpole's letter of the 28th June last.

I have, &c.

CIVIL SERVICE OF INDIA.

Riding.

From the Under Secretary of State for India, to the Secretary, Civil Service Commission.

SIR, 30th September 1892.

WITH reference to my letter of the 4th ultimo, on the subject of the draft Regulations for the Open Examination to be held next year for the Civil Service of India, a telegram has been received in reply to the despatch addressed by Lord Cross to the Government of India on the question of testing the competence of Selected Candidates as regards riding, and I am now directed by the Secretary of State in Council to make the following observations to be laid before the Civil Service Commissioners.

The draft of the Regulations submitted by the Commissioners has, so far as it affects the question of horsemanship, been prepared in accordance with the suggestions contained in my letter dated the 9th of December 1890.† The matter having been further considered, the Earl of Kimberley thinks it unadvisable to omit the qualification in riding altogether from the Regulations; for its omission would tend to weaken the hands of the Commissioners, whereas it is necessary that they should in every way be strengthened. Lord Kimberley would, therefore, prefer:—

(*a.*) To alter the existing Regulation 10, so that it may stand thus:—
"Candidates will be tested during their probation, and must "satisfy the Civil Service Commissioners as to their ability "to perform journeys on horseback, and as to their qualifica- "tion in riding generally";

(*b.*) To retain the words "and ability to ride" in Regulation 11; and

(*c.*) To alter the proposed new "Announcement (xi)," thus:—
"Candidates failing to obtain from the Civil Service Com- "missioners satisfactory certificates of ability to ride and "perform journeys on horseback will be subjected to further "tests in India, and will receive no increase of their initial "salary until they have passed such tests to the satisfaction "of their Government."

The copy* which I enclose of the draft Regulations submitted by you shows in red ink the modifications which his Lordship would introduce, unless the Civil Service Commissioners see any objection. If the modifications are approved, there appears to be no reason why the Regulations should not now be published in the usual manner.

I am further desired to submit, for the consideration of the Civil Service Commissioners, and for any observations with which they may think fit to favour Lord Kimberley, a copy† of a recently received despatch from the Government of Madras regarding the instruction in equitation of gentlemen appointed to the Civil Service of India, prior to their arrival in India.

In conclusion, I am to acknowledge the receipt of Mr. Hennell's letter of the 26th instant,‡ which will be replied to in due course.

I have, &c.

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* For the Regulations as finally settled, *see* pages 18-22.
† Not printed here. ‡ *See* page 13.

CIVIL SERVICE OF INDIA.

From the Secretary, Civil Service Commission, to the Under Secretary of State, India Office.

Riding.

SIR, 8th November 1892.

REFERRING to Mr. Walpole's letter, of the 30th September last, on the question of testing the competence of Selected Candidates for the Civil Service of India as regards riding, and of a copy of a despatch from the Government of Madras therewith enclosed,

I am directed by the Civil Service Commissioners to request that you will submit to the Secretary of State for India in Council the enclosed draft of a Regulation which they would propose to insert after the 9th of the present Regulations with a view to give full effect to the Earl of Kimberley's wishes in this respect.

The present Regulations 10 and 11 will become 11 and 12 as noted in the draft altered in red ink, which accompanied Mr. Walpole's letter, and the Commissioners will alter the present Regulation 11 as indicated in that letter and the announcement numbered (xi.) should also be omitted. The words "at any one Examination" in the last line, but three of Regulation 9 should be deleted.

With these alterations the Commissioners will be willing at once to print and issue the Regulations, if the Secretary of State should signify his approval of the suggested Regulation 10.

I may add that the Commissioners are not aware that there is any legal obstacle to the assigning of marks for proficiency in riding, and in particular cannot see that the language of the Government of India Act, 1858, constitutes such obstacle.

The Commissioners, having above made specified proposals for dealing generally with the question of riding, do not desire to trouble Lord Kimberley with any detailed remarks upon Lord Wenlock's despatch of 30th June,* and the letter of the Hon. W. Bliss, forwarded therewith, further than to observe that two Candidates stated to have "passed" three examinations in riding, only underwent three such examinations, and "passed" only on the last occasion.

I have &c.

ENCLOSURE.

10. The Selected Candidates will also be tested during their probation as to their proficiency in riding, and no candidate will be deemed qualified for the Civil Service of India who fails to satisfy the Civil Service Commissioners of his competence in this respect.

Examinations in Riding will be conducted by a Military Officer acting for the Civil Service Commissioners, as follows:—

(1.) Shortly after the result of the Open Competitive Examination has been declared, or at such time or times as the Commissioners may appoint during the course of the probationary year.

(2.) Again, at the time of the Final Examination, Candidates who may fully satisfy the Commissioners of their ability to ride well and to perform journeys on horseback, shall receive a Certificate which shall entitle them to a grant of 20*l*. The Candidates who obtain this Certificate will also be credited with 200 marks to be added to their marks in the Final Examination.

Candidates who fail to obtain this Certificate but who gain a Certificate of minimum proficiency in riding, will be allowed to proceed to India, but will be subjected on their arrival to such further tests in riding as may be prescribed by their Government, and shall receive no increase to their initial salary until they have passed such tests to the satisfaction of that Government.

* Not printed here.

A Candidate who fails at the end of the year of probation to gain at least a Certificate of minimum proficiency in riding will not be permitted to proceed to India, and his name will be removed from the list of Selected Candidates.

CIVIL SERVICE OF INDIA.

Riding.

From the Under Secretary of State for India, to the Secretary, Civil Service Commission.

SIR, 30th November, 1892.

I AM directed to acknowledge Mr. Hennell's letter of the 8th November, with which is forwarded the draft of a Regulation in regard to testing the competence of selected candidates in riding, which it is proposed to insert in the present Regulations for the open competition for the Indian Civil Service of August 1893.

2. In reply, I am to say that the Secretary of State for India in Council, having fully considered the matter, has come to the conclusion that a sufficient inducement to candidates to attain proficiency in riding will be offered by the addition of 200 to the marks in the Final Examination of those who gain the higher certificate, in conjunction with the penalties for failure to attain more than the Certificate of minimum proficiency provided in the penultimate paragraph of the draft Regulation. His Lordship is, therefore, unable to approve the proposed grant of 20*l.* to all candidates who may obtain the higher certificate.

3. I am further to state, with reference to the final paragraph of the Draft Regulation, that his Lordship in Council considers that circumstanes might exist in which the infliction of the extreme penalty of loss of appointment, following absolutely a failure to gain a certificate of minimum proficiency, might operate with undue harshness. He has, accordingly, decided that the penalty should be, not absolute removal, but liability to be removed from the list of Selected Candidates.

4. Subject to alterations in regard to these points (which are shown in red ink on the accompanying draft*) the Secretary of State in Council approved the proposed 10th Regulation.

I have, &c.

From the Under Secretary of State for India, to the Secretary, Civil Service Commission.

SIR, 11th January, 1893.

Assignment of Presidencies.

I AM directed by the Secretary of State for India in Council, to request that the Civil Service Commissioners will be good enough to select 56 candidates at the open Competition for the Civil Service of India, to be held in 1893, and to distribute them as under:—

Madras	7
Bombay	8
Bengal Lower Provinces and Assam	12
North West Provinces, Oudh, Punjab, and Central Provinces	24
Burma	5

With reference to the grouping of these candidates the Commissioners are aware from the letter from this Department dated the 9th of November last,† that the Earl of Kimberley has decided to continue for the present the system adopted for the last Open Competition, and his Lordship, therefore, wishes the candidates to be selected in August next to be divided into four groups, each containing 14 men according to the

* For the Regulations as finally settled, *see* pp. 18–22.

† *See* page 13.

CIVIL SERVICE OF INDIA.

order in which they stand on the list resulting from open Competition as indicated in the following Table.

Assignment of Presidencies.

	Appointments allotted to				
	1st Group 1–14.	2nd Group. 15–28.	3rd Group. 29–42.	4th Group. 43–56.	Total.
Upper Provinces, &c. - -	5	6	6	7	24
Lower Provinces and Assam -	3	3	3	3	12
Madras - - - - - -	2	2	2	1	7
Bombay - - - - - -	2	2	2	2	8
Burma - - - - - -	2	1	1	1	5
Total - - -	14	14	14	14	56

As regards exchanges of appointments, the announcement of last year (iii) should be followed, with the exception that for 14 the figure 28 should be substituted. No alteration of the other announcements appears to be necessary. The last sentence of (vi) will of course be omitted, and (i and ii) will be revised in accordance with this letter.

I have, &c.

EXAMINATIONS FOR THE CIVIL SERVICE OF INDIA.

Regulations.

REGULATIONS for the OPEN COMPETITION of AUGUST, 1893.

N.B.—The Regulations are liable to be altered in future years.

1. On the 1st August, 1893, and following days, an examination open to all qualified persons will be held in London (*a*). Not fewer than 56 persons will be selected, if so many shall be found duly qualified : viz., 12 for the Lower Provinces of Bengal (including Assam); 24 for the Upper Provinces of Bengal (including the Punjab, Oudh, and the Central Provinces); 5 for Burma; 7 for Madras, and 8 for Bombay (*b*).

2. No person will be deemed qualified who shall not satisfy the Civil Service Commissioners :—

(i.) That he is a natural-born subject of Her Majesty.

(ii.) That his age will be above twenty-one years and under twenty-three years, on the 1st April, 1893

[N.B.—In the case of Natives of India, it will be necessary for a Candidate to obtain a certificate of age and nationality signed, should he be a resident in British India, by the Secretary to Government of the Province, or the Commissioner of the Division within which his family resides, or should he reside in a Native State, by the Highest Political Officer accredited to the State in which his family resides.]

(iii.) That he has no disease, constitutional affection, or bodily infirmity unfitting him, or likely to unfit him, for the Civil Service of India.

(iv.) That he is of good moral character.

3. Should the evidence upon the above points be *primâ facie* satisfactory to the Civil Service Commissioners, the Candidate, on payment of the prescribed fee (*c*), will be admitted to the Examination. The Commissioners may, however, in their discretion, at any time prior to the grant of the Certificate of qualification hereinafter referred to, institute such further inquiries as they may deem necessary; and if

(*a*) An order for admission to the Examination will be sent to each Candidate on the 18th July, 1893.

(*b*) For the method of distribution, *see* No. i. of the announcements on p. 21.

(*c*) The fee (£5) will be payable by means of a special stamp according to instructions which will be communicated to Candidates.

the result of such inquiries in the case of any Candidate, should be unsatisfactory to them in any of the above respects, he will be ineligible for admission to the Civil Service of India, and if already selected, will be removed from the position of a Probationer.

4. The Open Competitive Examination will take place only in the following branches of knowledge:—

	Marks.	
English Composition	500	
Sanskirt Language and Literature	500	
Arabic Language and Literature	500	
Greek Language and Literature	750	
Latin Language and Literature	750	
English Language and Literature (including special period named by the Commissioners) (*d*)	500	
French Language and Literature	500	
German Language and Literature	500	
Mathematics (pure and applied)	900	
Advanced Mathematical subjects (pure and applied)	900	
Natural Science, *i.e.*, any number not exceeding *three* of the following subjects:—		
Elementary Chemistry and Elementary Physics (N.B. This subject may not be taken up by those who offer either Higher Chemistry or Higher Physics.)	600	1,800
Higher Chemistry	600	
Higher Physics	600	
Geology	600	
Botany	600	
Zoology	600	
Animal Physiology	600	
Greek History (Ancient, including Constitution)	400	
Roman History (Ancient, including Constitution)	400	
English History	500	
General Modern History (period to be selected by Candidates from list in the syallabus issued by the Commissioners, one period at least to include Indian History) (*e*)	500	
Logic and Mental Philosophy (Ancient and Modern)	400	
Moral Philosophy (Ancient and Modern)	400	
Political Economy and Economic History	500	
Political Science (including Analytical Jurisprudence, the early History of Institutions, and Theory of Legislation)	500	
Roman Law	500	
English Law, viz.:—Law of Contract—Criminal Law—Law of Evidence and Law of the Constitution	500	

Candidates are at liberty to name any or all of these branches of knowledge (*f*). No subjects are obligatory.

5. The merit of the persons examined will be estimated by marks; and the number set opposite to each branch in the preceding regulation denotes the greatest number of marks that can be obtained in respect of it.

6. The marks assigned to Candidates in each Branch will be subject to such deduction as the Civil Service Commissioners may deem necessary (*g*) in order to secure that "a Candidate be allowed no credit at all for taking up a subject in which he is a mere smatterer."

7. The Examination will be conducted on paper and *viva voce*, as may be deemed necessary.

8. The marks obtained by each Candidate, in respect of each of the subjects in which he shall have been examined, will be added up, and the names of the several Candidates who shall have obtained, after the deduction above-mentioned, a greater aggregate number of marks than any of the remaining Candidates, will be set forth in order of merit, and such Candidates shall be deemed to be selected Candidates for the Civil Service of India, provided they appear to be in other respects duly qualified.

(*d*) In the syllabus referred to in Note (*f*).
(*e*) *See* Note (*f*).
(*f*) A syllabus, defining in general terms the character of the Examination in the various subjects, may be obtained on application to the Secretary, Civil Service Commission.
(*g*) Marks assigned in English Composition and Mathematics will be subject to no deduction. Each science will, for the purposes of deduction, be treated as a separate subject.

CIVIL SERVICE OF INDIA. Regulations.

Should any of the selected Candidates become disqualified, the Secretary of State for India will determine whether the vacancy thus created shall be filled up or not. In the former case, the Candidate next in order of merit, and in other respects duly qualified, shall be deemed to be a Selected Candidate. A Candidate entitled to be deemed a Selected Candidate, but declining to accept the nomination as such, which may be offered to him, will be disqualified for any subsequent competition.

9. Selected Candidates before proceeding to India will be on probation for one year, at the end of which time they will be examined, with a view of testing their progress in the following subjects (*h*):—

Compulsory—

	Marks.
1. Indian Penal Code and Criminal Procedure Code, 1882	500
2. The principal Vernacular Language of the Province to which the Candidate is assigned	400
3. History of British India	300

Optional. [Not more than two of these subjects.]—

1. The Code of Civil Procedure, 1882, and the Indian Contract Act, 1872	450
2. Hindu and Muhammadan Law	350
*3. Sanskrit	400
*4. Arabic	400
5. Persian	400
*6. Political Economy	400

* These subjects may not be offered by any Candidate who has offered them at the open competition.

In this Examination, as in the open competition, the merit of the Candidates examined will be estimated by marks (which will be subject to deductions in the same way as the marks assigned at the open competition), and the number set opposite to each subject denotes the greatest number of marks that can be obtained in respect of it. The Examination will be conducted on paper and *viva voce*, as may be deemed necessary. This Examination will be held at the close of the year of probation, and will be called the "*Final Examination.*"

10. The selected Candidates will also be tested during their probation as to their proficiency in riding.

Examinations in riding will be conducted by a Military Officer acting for the Civil Service Commissioners, as follows:—

(1) Shortly after the result of the Open Competitive Examination has been declared, or at such time or times as the Commissioners may appoint during the course of the probationary year.

(2) Again, at the time of the Final Examination, Candidates who may fully satisfy the Commissioners of their ability to ride well and to perform journeys on horseback, shall receive a Certificate which shall entitle them to be credited with 200 marks to be added to their marks in the Final Examination.

(3) Candidates who fail to obtain this Certificate, but who gain a Certificate of minimum proficiency in riding, will be allowed to proceed to India, but will be subjected on their arrival to such further tests in riding as may be prescribed by their Government, and shall receive no increase to their initial salary until they have passed such tests to the satisfaction of that Government. A Candidate who fails at the end of the year of probation to gain at least the Certificate of minimum proficiency in riding, will be liable to have his name removed from the list of Selected Candidates.

11. The selected Candidates who, at the Final Examination, shall be found to have a competent knowledge of the subjects specified in Regulation 9, and who shall have satisfied the Civil Service Commissioners of their eligibility in respect of nationality, age, health, character, and ability to ride, shall be certified by the said Commissioners to be entitled to be appointed to the Civil Service of India, provided they shall comply with the regulations in force, at the time, for that Service.

12. Persons desirous to be admitted as Candidates, must apply on Forms, which may be obtained from "The Secretary, Civil Service Commission, London, S.W.,"

(*h*) A syllabus, showing the extent of the examination, will be issued to the successful Candidates as soon as possible after the result of the Open Competition is declared.

at any time after the 1st December, 1892. The Forms must be returned so as to be received at the office of the Civil Service Commissioners on or before 31st May, 1893 (*i*).

The Civil Service Commissioners are authorized by the Secretary of State for India in Council to make the following announcements:—

(i.) As regards the distribution of the Selected Candidates to the several Presidencies and Provinces mentioned in Regulation 1, the Selected Candidates will be divided into four groups, each containing 14 Candidates, according to the order in which they stand on the List resulting from the Open Competition (the first 14 in Order of Merit composing Group No. 1, the next 14 in Order of Merit composing Group No. 2, and so on); and the Members of each Group will be allowed in the order in which they stand, each to choose, so long as a choice remains, one of the appointments allotted to that group, as indicated in the following Table:—

	Appointments allotted to				
	1st Group.	2nd Group.	3rd Group.	4th Group.	Total.
Upper Provinces, &c. -	5	6	6	7	24
Lower Provinces and Assam - - -	3	3	3	3	12
Madras - - -	2	2	2	1	7
Bombay - - -	2	2	2	2	8
Burma - - -	2	1	1	1	5
Total - -	14	14	14	14	56

The choice thus given, however, will be subject to any other arrangement which the Secretary of State, or the Government of India, may deem necessary.

(ii.) Should any appointments have to be made in excess of the 56 notified in the Regulations, they will be added to such group or groups as to the Secretary of State may seem proper.

(iii.) No exchange of appointments will be permitted between selected Candidates, who, under par. 1 have made their choice of Presidency or Province, except between those who are members of the same group or of two adjoining groups, or who are separated by not more than 28 others in the Order of Merit, on the result of the Open Competition. Application for permission to exchange appointments must be made to the Secretary of State within one month after the date of choice made under par. 1, and in no case will an exchange be permitted unless it is, in the opinion of the Secretary of State, desirable, in the public interest, that it should be made.

(iv.) The giving or receiving directly or indirectly any money or other valuable consideration for an exchange will be deemed to vacate the selection and appointment of the Candidates interested.

(v.) Selected Candidates will be required to report their arrival in India within such period after the grant of their Certificate of Qualification as the Secretary of State may in each case direct.

(vi.) The seniority in the Civil Service of India of the Selected Candidates will be determined according to the order in which they stand on the list resulting from the combined marks of the Open Competitive and Final Examinations.

(vii.) An allowance amounting to 100*l.* will be given to all Candidates who pass their probation at one of the Universities or Colleges which have been

(*i*) These forms should be accompanied by evidence on the points mentioned in Regulation 2, and by a list of the subjects in which the Candidate desires to be examined. Evidence of health and character must bear date not earlier than 1st May, 1893.

CIVIL SERVICE OF INDIA.

Regulations.

approved by the Secretary of State, viz., the Universities of Oxford, Cambridge, Dublin, Glasgow, Edinburgh, St. Andrew's, and Aberdeen; University College, London; and King's College, London; provided such Candidates shall have passed the Final Examination to the satisfaction of the Civil Service Commissioners, and shall have complied with such rules as may be laid down for the guidance of Selected Candidates.

(viii.) The allowance of 100*l.* will not be paid to any Selected Candidate until he has been certified by the Civil Service Commissioners to be entitled to be appointed to the Civil Service of India; and every Certificated Candidate must, before receiving his allowance, attend at the India Office and give a written undertaking to refund the amount in the event of his failing to proceed to India.

(ix.) All Candidates obtaining Certificates will be also required to enter into covenants, by which, amongst other things, they will bind themselves to agree to such Regulations for the provision of pensions for their families as may be approved by the Secretary of State for India in Council. The stamps payable on these covenants amount to *Nil*.

(x.) Candidates rejected at the Final Examination of 1894 will in no case be allowed to present themselves for re-examination.

CIVIL SERVICE COMMISSION,
12th January, 1893.

APPENDIX.

STATISTICS.

		Page
TABLE A.	Number of Cases dealt with between 1st January and 31st December 1892	24
„ B.	Number and Particulars of Competitions disposed of between 1st January and 31st December 1892	40
„ C.	Comparative Statement of Cases dealt with under the Order in Council of 4th June 1870, during the years 1891 and 1892	45
„ D.	Comparative Statement of Competitive Examinations disposed of in 1891 and 1892	45
„ E.	Causes of Non-Acceptance by Departments of Clerks of the Second Division, and of Boy Clerks, 1876 to 1892	48

*** The lists of competitors in the Tables of Marks published with reprints of Examination Papers, may in some cases not be found to agree exactly with the figures in these Statistical Tables. The former usually represent the list of candidates at the time of the declaration of the results of the competition, but variations are liable to occur subsequently when successful candidates decline or are rejected on the ground of health, &c., and their places are supplied by the highest among the unsuccessful competitors, or when the number of appointments offered is increased. The results of the examination of any candidate who has declined or has proved to be ineligible are, for statistical purposes, regarded as having been annulled.

TABLE A.—Showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1892, and the manner in which the cases decided within the same period have been disposed of.

*** The items marked thus * include candidates unsuccessful in 1891, who in 1892 succeeded to the places of candidates who declined or were found to be ineligible.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given: After Open Competition or Open Selection: Under Scheme I.	For whom Certificates were given: After Open Competition or Open Selection: For Second Division.	For whom Certificates were given: After Open Competition or Open Selection: Under Special Regulations.	For whom Certificates were given: After Nomination.	For whom Certificates were given: Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under consideration.
TOTALS OF ALL THE DEPARTMENTS.	33,608	9,036	1,497	21,850	1,225	2,302	56	227	52	128	1,407	2,378	1,526	10,216	2,415	12	181	1,210	5,365	405	5,728
PRELIMINARY EXAMINATIONS FOR OPEN COMPETITIONS:—																					
Class 1.	42	-	-	42	-	6	-	-	-	-	-	1	35	-	-	-	-	-	-	-	-
Second Division	1,089	-	-	1,089	-	93	-	-	-	-	-	534	462	-	-	-	-	-	-	-	-
Admiralty:—Accountant Clerk, Outports, Works Department.	11	-	-	11	-	1	-	-	-	-	-	2	8	-	-	-	-	-	-	-	-
Draughtsman, Outports, Works Department.	1	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Colonial Office:—Eastern Cadet	30	-	-	30	-	4	-	-	-	-	-	1	25	-	-	-	-	-	-	-	-
Mint:—Clerk, Operative Department.	3	-	-	3	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-
Patent Office:—Assistant Examiner.	45	-	-	45	-	10	-	-	-	-	-	5	30	-	-	-	-	-	-	-	-
Science and Art Department:— Assistant, Dublin Museum [Art Branch].	6	-	-	6	-	-	-	-	-	-	-	2	4	-	-	-	-	-	-	-	-
Junior Assistant [Art Branch]	5	-	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Junior Assistant, Edinburgh Museum [Science Branch].	4	-	-	4	-	1	-	-	-	-	-	1	3	-	-	-	-	-	-	-	-
War Office:—Assistant Surveyor, Royal Engineer, Civil Staff.	23	-	-	23	-	4	-	-	-	1	-	9	3	-	-	-	-	-	-	-	-
Works, Office of, &c.:—Second Class Assistant Surveyor.	5	-	-	5	-	-	-	-	-	1	-	-	9	-	-	-	-	-	-	-	-
OPEN COMPETITION UNDER SCHEME I.	35	-	-	35	-	11	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-
														12	-	12	-	-	-	-	-

SECOND DIVISION:—																					
Open Competition for Clerkships	1,571	–	–	1,571	–	157	–	4	–	1	–	–	–	1,084	–	–	161	–	–	–	164
Competition of Boy Clerks for Clerkships.*	174	–	–	174	–	45	–	4	–	1	–	–	–	82	–	–	20	–	–	–	22
Candidates proposed for appointment under Clause VII. of the Order in Council of 4 June 1870.	6	6	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	5	–
OPEN COMPETITION FOR BOY CLERKSHIPS.	1,413	–	–	1,413	–	154	–	–	1	–	–	–	–	846	–	–	–	218	–	82	112
TEMPORARY BOY COPYISTS	1,128	–	–	–	1,128	164	–	–	–	–	576	–	–	–	–	–	–	330	–	–	58
TEMPORARY BOY MESSENGERS	97	–	–	–	97	5	3	1	1	–	8	–	–	–	–	–	–	78	–	–	1
ADMIRALTY:—																					
Accountant Clerk, Outports, Works Department.	11	–	–	11	–	1	–	–	–	–	–	–	–	9	–	–	–	1	–	–	–
Draughtsman, Outports, Works Department.	4	–	–	4	–	–	–	–	–	–	–	–	–	2	–	–	–	2	–	–	–
Draughtsman, Hydrographical Department.	7	–	–	7	–	1	–	–	–	–	–	–	–	5	–	–	–	1	–	–	–
Clerk, Higher Division	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Second Class Assistant, Greenwich Observatory.	7	–	7	–	–	–	–	–	–	–	–	–	–	5	–	–	–	–	–	2	–
Assistant Constructor (Second Class).	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–
Do. (Third Class)	4	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	–
Abstractor or Suppplementary Clerk,	13	13	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	13	–
Pensioner Writer	9	9	–	–	–	–	–	–	–	5	–	–	–	–	–	–	–	–	4	–	–
Do. Messenger	9	9	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	8	–	–
NAVAL ORDNANCE STORE DEPARTMENT:—				*																9	–
Store Clerk	9	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Writer (First Class)	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
NAVAL HOSPITALS:—																				1	–
Dispenser	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Engine Driver	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–
Labourer	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Assistant Cook	1	1	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–
OTHER NAVAL ESTABLISHMENTS, INCLUDING DOCKYARDS:—																				1	–
Dockyard:—Naval Storekeeper, Trincomalee Yard.	1	1	–	–	–	–	–	–	–	–	–	–	–	13	–	–	–	5	–	1	–
Do. Second Class Assistant Naval Store Keeper.	22	1	–	21	–	3	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Do. Junior Assistant Master, Keyham School for Engineer Students.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1892, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Or Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given				Yet to appear, or still under consideration.
																After Open Competition or Open Selection.				
																Under Scheme I.	For Second Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.
ADMIRALTY—*cont.*																				
OTHER NAVAL ESTABLISHMENTS, INCLUDING DOCKYARDS—*cont.*																				
Dockyard:—Writer (First Class, Rigger, &c.).	17	12	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17
Do. Boy Writer	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Do. Baker, Malta	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Do. Artificer	509	509	-	-	-	-	1	-	1	-	-	-	-	-	1	-	-	-	506	-
Do. Do. for Promotion.	214	-	214	-	-	37	-	-	-	-	-	-	-	-	177	-	-	-	-	1
Do. Apprentice and Victualling Yard Apprentice.	463	5	-	458	-	7	-	-	-	-	4	-	-	311	141	-	-	-	-	-
AGRICULTURE, BOARD OF:—																				
Secretary	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Agricultural Adviser and Director of the Land Branch.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Travelling Inspector	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Abstractor	9	9	-	-	-	1	-	-	-	-	2	-	-	-	-	-	-	-	-	2
Messenger	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	8
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
BRITISH MUSEUM:—																				
Assistant	9	-	9	-	-	1	-	-	-	-	-	-	-	5	-	-	-	-	3	-
Supplementary Clerk (Abstractor Class).	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Attendant	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
Boy Attendant	9	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	-

BROADMOOR CRIMINAL LUNATIC ASYLUM:—																					
Assistant Attendant	6	6	–	–	–	–	–	2	–	–	–	–	–	–	–	–	–	4	–	–	
Female Attendant	4	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	–	–	
Bailiff and Gardener	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	
Gardener	1	1	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
CENSUS OFFICE (ENGLAND):—																					
Temporary Clerk	5	–	–	5	–	–	–	–	–	–	–	–	–	–	–	–	5	–	–	–	
CENSUS OFFICE (IRELAND):—																					
Temporary Clerk	26	7	19	–	–	–	–	–	–	–	2	–	–	13	–	–	–	11	–	–	
Messenger	1	1	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	
CENSUS OFFICE (SCOTLAND):—																					
Temporary Clerk	22	–	22	–	–	10	–	–	4	–	–	–	–	–	–	–	–	8	–	–	
CHARITABLE DONATIONS AND BEQUESTS COMMISSION (IRELAND):—																					
Clerk and Bookkeeper	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	
Assistant Clerk (Abstractor Class)	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
CHARITY COMMISSION:—																					
Assistant Commissioner	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Assistant Clerk (Abstractor Class).	8	8	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	7	–	
CHELSEA HOSPITAL:—																					
Nurse	9	9	–	–	–	–	–	–	1	1	–	–	–	–	–	–	–	6	–	1	
CHIEF SECRETARY'S OFFICE (IRELAND):—																					
Clerk, Higher Division	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Messenger	2	2	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1	–	–	
COLONIAL OFFICE:—																					
Superintendent of the Copying Department.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Superintendent of the Registry	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Assistant Clerk (Abstractor Class).	5	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	5	–	
Messenger	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	
COLONIAL SERVICES:																					1
Eastern Cadet	37	–	–	37	–	4	–	–	–	–	–	–	–	30	–	–	–	2	–	–	27
Clerk, Jamaica Civil Service	27	–	–	27	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1892, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
															For whom Certificates were given						
															After Open Competition or Open Selection.						
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	Under Scheme I.	For Second Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under consideration.
COMMONS, HOUSE OF:—																					
Clerk, Department of the Clerk of the House.	13	-	13	-	-	1	-	-	-	-	-	-	-	4	-	-	-	-	1	-	7
Messenger, Public Bill Office	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
CONGESTED DISTRICTS BOARD (*see under* IRISH LAND COMMISSION).																					
CONSTABULARY (ROYAL IRISH):—																					
Cadet	81	-	81	-	-	24	-	-	-	-	-	-	-	48	-	-	-	-	9	-	-
Constable for Promotion	145	-	145	-	-	2	-	-	-	-	-	-	-	-	143	-	-	-	-	-	-
COUNTY SURVEYORS (IRELAND)	12	-	-	12	-	1	-	-	-	6	-	-	-	4	-	-	-	1	-	-	-
CUSTOMS:—																					
Medical Inspector	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Clerk, Office of the Surveyor-General.	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
Examining Officer	1,292	1,292	-	-	-	54	-	-	-	17	-	-	-	-	917	-	-	-	-	-	304
Outport Clerk	112	-	112	-	-	39	-	-	1	-	-	-	-	52	-	-	-	-	-	-	20
Outdoor Officer	504	-	-	504	-	97	-	-	-	-	-	-	-	319	-	-	-	8	-	-	80
Abstractor (Statistical)	16	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	4
Office Keeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Boatman	268	268	-	-	-	42	15	16	4	16	26	-	-	-	-	-	-	-	126	-	23
Quarantine Mariner	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
Boy Messenger	13	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	-	1
DEEDS, REGISTRY OF, (IRELAND):—																					
Abstractor	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-

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INDIA CIVIL SERVICE:—																						
Open Competition of August 1892	95	-	-	95	-	22	1	-	-	4	-	-	-	36	32	-	-	-	-	-	33	
Periodical Examinations of Selected Candidates.	113	-	-	113	-	1	-	-	-	-	-	-	-	-	79	-	-	-	-	-	-	
Final Examination of Candidates selected in 1890.	46	-	-	46	-	-	-	-	-	1	2	-	-	-	-	-	-	43	-	-	-	
INDIA FOREST SERVICE - -	42	-	42	-	-	10	-	-	-	-	-	-	-	20	12	-	-	-	-	-	-	
INDIA OFFICE:—																						
Junior Clerk - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Clerk (Second Class) - -	11	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	-	
Messenger - - -	6	6	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	4	-	1	
INLAND REVENUE:—																						
Special Commissioner of Income Tax.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Assistant Surveyor of Taxes -	89	4	-	85	-	14	-	-	-	-	-	-	-	61	-	-	-	10	-	4	-	
Supplementary Clerk (Abstractor Class) and Abstractor.	17	17	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	11	3	
Assistant of Excise - -	1,284	-	-	1,284	-	109	1	3	-	-	-	-	-	473	-	-	-	100	-	-	598	
Office Keeper, Dublin -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Messenger - - - -	6	6	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	4	-	-	
Stamper, Warehouseman -	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	
Door Porter - - -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
IRISH LAND COMMISSION, INCLUDING CONGESTED DISTRICTS BOARD:—																						
Legal Assistant Land Commissioner.	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Investigator of Tithe Rentcharge Liabilities.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	

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																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
																Under Scheme I.	For Second Division.	Under Special Regulations.			
METROPOLITAN POLICE, RECEIVER'S OFFICE:—																					
Clerk	5	1	4	-	-	1	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-
Junior Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Assistant Clerk	10	1	9	-	-	-	1	-	-	-	-	1	-	5	3	-	-	-	-	-	1
METROPOLITAN POLICE COURTS SERVICE:—																					
Assistant Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Usher	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Messenger	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
MILITARY EXAMINATIONS:—																					
Preliminary Examinations	3,977	-	-	3,977	-	296	-	-	-	-	-	1,801	939	-	-	-	-	-	-	-	941
ROYAL MILITARY ACADEMY AND ROYAL MARINE ARTILLERY:—																					
Candidates for entry	495	-	-	495	-	8	-	-	-	1	-	-	-	186	50	-	-	-	-	-	250
ROYAL MILITARY COLLEGE AND ROYAL MARINE LIGHT INFANTRY:—																					
Ordinary Candidates for entry, including those eligible for West India Regiments only.	2,132	-	-	2,132	-	108	-	-	-	-	-	11	-	1,033	250	-	-	-	-	-	730
University Candidates for commissions	67	-	-	67	-	5	-	-	-	-	-	7	-	18	16	-	-	-	-	-	21
Queen's Cadets, &c.	41	41	-	-	-	-	-	-	-	-	5	-	-	-	24	-	-	-	-	-	12
LIEUTENANTS OF MILITIA:—																					
Examined for Commissions in the Army.	142	142	-	-	-	12	-	-	-	-	36	-	-	-	94	-	-	-	-	-	-
OFFICERS OF COLONIAL LOCAL MILITARY FORCES:—																					
Examined for Commissions in the Army.	12	12	-	-	-	2	-	-	-	-	-	3	1	-	2	-	-	-	-	-	4
ARMY OFFICERS EXAMINED IN MODERN LANGUAGES.	121	121	-	-	-	20	-	-	-	-	21	-	-	-	80	-	-	-	-	-	-

MILITARY PRISONS DEPARTMENT:—																					
Assistant Warder, Malta	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	
MINT:—																					
Clerk, Operative Department	8	–	–	8	–	–	–	–	–	–	–	–	–	7	–	–	–	–	–	–	1
Artificer, Do. do.	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	
Packer and Teller	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	
Boy	5	5	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	4	–	–	
MELBOURNE BRANCH:—																					
Foreman	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	
NATIONAL EDUCATION OFFICE (IRELAND):—																					
Inspector	45	–	45	–	–	5	–	–	–	1	–	–	–	30	9	–	–	–	–	–	
Inspector's Assistant	16	–	16	–	–	5	–	–	–	–	–	–	–	10	1	–	–	–	–	–	
Assistant Messenger	2	2	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1
Boy Messenger	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	
NATIONAL GALLERY (ENGLAND):—																					
Curator	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	
Assistant Porter	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	
NATIONAL GALLERY (IRELAND):—																					
Director	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
NAVY:—																					
Officers for Examination in Languages.	2	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–	
Naval Instructor	1	1	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1
Naval Interpreter	4	4	–	–	–	–	–	–	–	–	1	–	–	–	2	–	–	–	–	–	196
Naval Cadet	397	13	384	–	–	4	–	10	–	24	4	–	–	98	61	–	–	–	–	–	
Assistant Clerk	129	1	128	–	–	8	–	8	–	7	–	–	–	91	15	–	–	–	–	–	
Engineer Student	156	8	–	148	–	12	–	4	–	–	1	–	–	103	36	–	–	–	–	–	
NORTHERN LIGHTHOUSES BOARD:—																					
Clerk	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	
PATENT OFFICE:—																					
Assistant Examiner	35	–	–	35	–	8	–	–	–	–	–	–	–	24	–	–	–	3	–	–	
Index Clerk	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Abstractor	15	15	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	14	–	
Warehouseman and Messenger	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	
PAYMASTER GENERAL'S OFFICE:—																					
Assistant Paymaster-General	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
PETTY SESSIONS CLERKS (IRELAND), OFFICE OF THE REGISTRAR OF:—																					
Clerk	4	–	4	–	–	1	–	–	–	–	–	–	–	2	–	–	–	–	1	–	

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1892, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given: After Open Competition or Open Selection. Under Scheme I.	For Second Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under consideration.
POST OFFICE:—																				
Clerk, London Postal Service	47	–	47	–	–	2	–	–	–	–	–	–	–	26	–	–	–	–	19	–	–
Factory and Metropolitan Engineering Clerk.	21	6	15	–	–	1	–	–	–	–	–	–	–	8	–	–	–	–	12	–	–
Clerk, Returned Letter Office	18	3	15	–	–	1	–	–	–	–	1	–	–	10	–	–	–	–	5	1	–
Clerk, Confidential Enquiry Branch.	22	22	–	–	–	–	–	–	–	–	8	–	–	–	–	–	–	–	14	–	–
Examiner of Telegraph Stores	35	–	35	–	–	1	–	–	–	–	–	–	–	23	–	–	–	–	11	–	–
First Assistant to the Medical Officers.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Officer of late Submarine Telegraph Company, transferred to Post Office, 1st April 1889.	5	5	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	4	–
Postmaster and Sub-Postmaster	12	12	–	–	–	–	–	–	1	–	2	–	–	–	–	–	–	–	8	–	1
Postmistress and Sub-Postmistress.	20	20	–	–	–	–	–	–	–	–	4	–	–	–	–	–	–	–	15	–	1
Female Clerk*	1,451	–	–	1,451	–	87	1	5	–	–	–	–	–	1,182	–	–	–	103	–	–	73
Paper Keeper (Registry, Secretary's Office).	5	5	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	4	–	–
Assistant Clerk (Abstractor Class)	27	27	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	27
Male Telegraph Learner*	1,338	–	–	1,338	–	194	–	49	–	2	–	–	–	955	–	–	–	117	–	–	21
Female Telegraph Learner*	2,875	–	–	2,875	–	132	1	23	–	–	–	–	–	1,714	–	–	–	116	–	–	889
Female Sorter*	1,988	–	–	1,988	–	130	–	10	–	–	–	–	–	1,127	–	–	–	54	–	–	667
Provincial Sorting Clerk and Telegraph Learner (Male).	1,113	1,113	–	–	–	1	–	3	1	1	137	–	–	–	–	–	–	–	921	–	49
Do. do. (Female)	497	497	–	–	–	–	–	2	1	1	61	–	–	–	–	–	–	–	403	–	29
Skilled Telegraphist (Male)	28	28	–	–	–	2	–	5	1	2	1	–	–	–	–	–	–	–	16	–	1
Do. (Female)	70	70	–	–	–	2	2	5	–	–	11	–	–	–	–	–	–	–	44	–	6
Sorter	517	517	–	–	–	11	–	22	2	9	157	–	–	–	–	–	–	–	309	–	7
Tracer	36	36	–	–	–	–	–	–	–	–	11	–	–	–	–	–	–	–	25	–	–
Postman (London)	569	569	–	–	–	7	3	14	2	8	41	–	–	–	–	–	–	–	458	2	34
Postman (Provincial)	2,030	2,030	–	–	–	15	8	15	23	3	94	–	–	–	–	–	–	–	1,756	–	116

Postwoman (Provincial)	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
Lineman, Mechanic, Tube Attendant, Porter, and Labourer.	280	280	-	-	-	5	9	14	3	2	32	-	-	-	-	-	-	-	197	-	18
PRISONS BOARD (IRELAND):—																					
Secretary	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Abstractor	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Clerk in a Prison	3	3	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	2	-	-
Trades Warder	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1
Warder	38	38	-	-	-	3	-	4	1	1	1	-	-	-	-	-	-	-	26	-	2
Assistant Matron	29	29	-	-	-	2	-	-	-	-	1	-	-	-	-	-	-	-	23	-	3
Boy Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
PRISONS DEPARTMENT (ENGLAND):—																					
Secretary to the Commissioners and Directors of Prisons.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Clerk of Works	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Engineer	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Farm Bailiff	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Subordinate Officer, Division I.	110	110	-	-	-	13	2	-	-	-	5	-	-	-	-	-	-	-	88	-	2
Assistant Matron	70	70	-	-	-	8	3	-	-	-	10	-	-	-	-	-	-	-	45	-	4
PRISONS DEPARTMENT (SCOTLAND):—																					
Warder	57	57	-	-	-	7	-	1	1	1	8	-	-	-	-	-	-	-	34	-	5
Female Warder	36	36	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	26	-	5
Prison Guard	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
PRIVY COUNCIL OFFICE:—																					
Third Clerk, Judicial Department.	67	-	-	67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	67
PUBLIC WORKS OFFICE (IRELAND):—																					
Staff Officer	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
Examiner of Land Loans	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Costs of Works Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Abstractor	4	4	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
QUEEN'S AND LORD TREASURER'S REMEMBRANCER'S OFFICE (SCOTLAND):—																					
Queen's and Lord Treasurer's Remembrancer.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
RECORD OFFICE (ENGLAND):—																					
Workman	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
RECORD OFFICE (IRELAND):—																					
Junior Clerk	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Workman Searcher	2	2	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1892, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given.					Yet to appear, or still under consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
																Under Scheme I.	For Second Division.	Under Special Regulations.			
REGISTRAR GENERAL'S OFFICE (ENGLAND):—																					
Index Compiler and Statistical Abstractor.	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-
Search Room Attendant	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Boy Messenger	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1
REGISTRAR GENERAL'S OFFICE (IRELAND):—																					
Index Compiler and Abstractor	3	3	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	2	-
Temporary Boy Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
ROYAL PARKS AND GARDENS:—																					
Gatekeeper in St. James' Park	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
SCIENCE AND ART DEPARTMENT:—																					
Assistant Keeper, South Kensington Museum.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Deputy Storekeeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Assistant Examiner for Art	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Assistant, Dublin Museum	9	1	-	8	-	1	-	-	-	-	-	-	-	6	-	-	-	1	-	1	-
Junior Assistant, Art Branch	5	-	-	5	-	-	-	-	-	-	-	-	-	4	-	-	-	1	-	-	-
Junior Assistant, Edinburgh Museum (Science Branch).	8	-	-	8	-	2	-	-	-	-	-	-	-	4	-	-	-	1	-	1	-
Technical Assistant, Dublin Museum.	2	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-
Abstractor	26	26	-	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	-	17	1
Temporary Assistant Geologist	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attendant	11	9	2	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	9	-	-

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TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1892, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT. AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given.				Yet to appear, or still under consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
																Under Scheme I.	For Second Division.	Under Special Regulations.			
TEMPORARY COMMISSIONS:—																					
Clerk	7	7																	5	2	
Do. (Female)	16	16				1													15		
Messenger	2	2																	2		
TRADE, BOARD OF:—																					
Clerk, Upper Division	2	2																		2	
Engineer Surveyor	3	3																		3	
Nautical Surveyor	3	3																		3	
Official Receiver, Bankruptcy	1	1																		1	
Assistant Official Receiver under the Companies' (Winding-up) Act, 1890.	2	2																		2	
Assistant Examiner of Official Receivers' Accounts.	1	1																		1	
Chief Inspector of Ships' Provisions, under the Merchant Shipping Act, 1892.	1	1																		1	
Assistant Inspector of Ships' Provisions, under the Merchant Shipping Act, 1892.	1	1																		1	
Clerk in charge of Railway Plans	1	1																		1	
Clerk in charge of Registry	1	1																		1	
Stationery Clerk, Bankruptcy Department.	1	1																		1	
Assistant Clerk, Bankruptcy Department.	3	3																		3	
Labour Statistician	1	1																		1	
Abstractor	1	1																		1	
Messenger	4	4																		1	
Assistant Light Keeper at the Bahamas.	1	1																			

TREASURY:—																						
Second Class Clerk	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	
Clerk, Department of Superintendent of County Courts.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Abstractor and Assistant Clerk (Abstractor Class).	3	3	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
TRINITY HOUSE:—																						
Clerk (Lower Grade)	5	-	5	-	-	-	-	-	-	-	-	-	-	3	1	-	-	-	-	-	1	
Boy Clerk	6	-	6	-	-	1	-	-	-	-	-	-	-	4	1	-	-	-	-	-	-	
VALUATION OFFICE (IRELAND):—																						
Assistant Valuer and Surveyor	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	
Assistant Clerk	9	9	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	7	-	
WAR OFFICE:—																						
First Assistant to the Director General of Ordnance Factories.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Assistant Surveyor, Royal Engineer Civil Staff.	14	-	-	14	-	4	-	-	-	-	-	-	-	6	-	-	-	2	-	2	-	
Staff Post, Army Ordnance Factories.	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	
Staff Post, Department of Director of Artillery (Inspection Branch).	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Inspector of Stores, &c., Woolwich Dockyard.	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	
Assistant Inspector of Cloths, Army Clothing Department.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Second Assistant to Lecturers, Royal Artillery College.	17	-	-	17	-	4	-	-	-	-	-	-	-	12	-	-	-	1	-	-	-	
Presskeeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Messenger	5	5	-	-	-	-	1	-	-	-	2	-	-	-	-	-	-	-	2	-	-	
WOODS, OFFICE OF:—																						
Junior Clerk	39	1	-	38	-	8	-	-	-	-	-	-	-	24	-	-	-	6	-	1	-	
WORKS, OFFICE OF:—																						
Second Class Assistant Surveyor	9	-	-	9	-	-	-	-	-	1	-	-	-	6	-	-	-	1	-	-	1	
Assistant, Kew	3	-	3	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2	-	-	
Assistant Curator, Kew	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Assistant Clerk, or Abstractor	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Assistant to the Superintendent of Hyde Park.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	-	-	
Park-keeper	17	17	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year ending December 31, 1892.

(i.)—OPEN COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
OPEN COMPETITION FOR CLERKSHIPS (CLASS I).	1	12	31	7	24	12	12
OPEN COMPETITIONS FOR CLERKSHIPS OF THE SECOND DIVISION.	2	318	1,562	160	1,402	1,084	318*
COMPETITIONS OF BOY CLERKS FOR CLERKSHIPS OF THE SECOND DIVISION, under the provisions of Clause XI. of the Order in Council of 12th February, 1876.	2	41	172	49	123	82	41†
OPEN COMPETITIONS FOR BOY CLERKSHIPS.	2	412	1,413	155	1,258	846	412‡
ADMIRALTY:—							
Accountant Clerk, Outports, Works Department.	1	1	11	1	10	9	1
Draughtsman, Outports, Works Department.	1	2	4	—	4	2	2
Draughtsman, Hydrographical Department.	1	1	7	1	6	5	1
Assistant Naval Storekeeper (Second Class) H.M. Naval Yards.	1	5	21	3	18	13	5
Dockyard Apprentice - -	1	140	458	7	451	311	140
COLONIAL SERVICES:—							
Eastern Cadet - - -	1	3	37	4	33	30	3§
COUNTY SURVEYORS (IRELAND).	1	1	12	7	5	4	1
CUSTOMS:—							
Out-door Officer - -	1	80	496	97	399	319	80‖
INDIA CIVIL SERVICE:—							
Open Competition - -	1	32	95	27	68	36	32
Selected Candidates, Periodical Examinations.	2	—	80	1	79	—	79
Selected Candidates, Final Examination.	1	—	46	1	45	2	43
INLAND REVENUE:							
Assistant Surveyor of Taxes -	1	10	85	14	71	61	10
Assistant of Excise - -	1	100	686	113	573	473	100

* For 163 of these candidates no certificates had been granted up to the 31st December 1892.
† For 22 of these candidates no certificates had been granted up to the 31st December 1892.
‡ For 112 of these candidates no certificates had been granted up to the 31st December 1892.
§ For 1 of these candidates no certificate had been granted up to the 31st December 1892.
‖ For these candidates no certificates had been granted up to the 31st December 1892.

TABLE B—(i). OPEN COMPETITIONS—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
MILITARY EXAMINATIONS:—							
ROYAL MILITARY ACADEMY AND ROYAL MARINE ARTILLERY:—							
Candidates for entry	1	50	245	9	236	186	50
ROYAL MILITARY COLLEGE AND ROYAL MARINE LIGHT INFANTRY:—							
Ordinary Candidates for entry, including those eligible for West India Regiments only.	2	250	1,402	108	1,294	1,044	250
University Candidates for commissions.	2	16	46	5	41	25	16
MINT:—							
Clerk, Operative Department	1	1	8	—	8	7	1*
NAVY:—							
Engineer Student	1	30	148	15	133	103	30
PATENT OFFICE:—							
Assistant Examiner	1	3	35	8	27	24	3
POST OFFICE**:—							
Female Clerk	2	115	1,386	89	1,297	1,182	115†
Male Telegraph Learner (London, Edinburgh, and Dublin).	6	67	1,194	172	1,022	955	67‡
Female Telegraph Learner (London, Edinburgh, and Dublin).	4	123	1,981	144	1,837	1,714	123§
Female Sorter	2	36	1,299	136	1,163	1,127	36‖
SCIENCE AND ART DEPARTMENT:—							
Assistant (Dublin Museum)	1	1	8	1	7	6	1
Junior Assistant (Art Branch)	1	1	5	—	5	4	1
Junior Assistant (Edinburgh Museum)	1	2	8	2	6	4	2
WAR OFFICE:—							
Assistant Surveyor, Royal Engineer Civil Staff.	1	3	13	4	9	6	3
Second Assistant to Lecturers, Royal Artillery College	1	1	17	4	13	12	1
WOODS, OFFICE OF:—							
Junior Clerk	3	6	38	8	30	24	6
WORKS, OFFICE OF:—							
Second Class Assistant Surveyor.	1	2	9	1	8	6	2¶

* For this candidate no certificate had been granted up to the 31st December 1892.
† For 73 of these candidates no certificates had been granted up to the 31st December 1892.
‡ For 15 of these candidates no certificates had been granted up to the 31st December 1892.
§ For 23 of these candidates no certificates had been granted up to the 31st December 1892.
‖ For 5 of these candidates no certificates had been granted up to the 31st December 1892.
¶ For 1 of these candidates no certificate had been granted up to the 31st December 1892.
** Only the totals of the unsuccessful will be found to agree with the details given in Table A. The differences are due to numerous cases in which candidates, who, at the end of 1891, were regarded as unsuccessful, succeeded in 1892 to the places of candidates above them on the list who declined or proved to be ineligible.

TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year ending December 31, 1892.

(ii.)—LIMITED COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
ADMIRALTY:—							
Second Class Assistant, Greenwich Observatory.	1	2	7	—	7	5	2
Artificer for Promotion	9	*	214	37	177	*	*
BRITISH MUSEUM:—							
Assistant	3	3	9	1	8	5	3
CENSUS OFFICE (IRELAND):—							
Clerk	1	6	19	—	19	13	6
COMMONS, HOUSE OF:—							
DEPARTMENT OF THE CLERK OF THE HOUSE:—							
Clerk	1	1	*6	1	5	4	1†
CONSTABULARY, ROYAL IRISH:—							
Cadet	2	9	81	24	57	48	9
Constable for Promotion	1	*	145	2	143	*	*
CUSTOMS:—							
Outport Clerk	1	20	112	40	72	52	20‡
FOREIGN OFFICE:—							
Clerk on the Establishment or Attaché in the Diplomatic Service.	1	9	27	1	26	17	9
HOME OFFICE:—							
Inspector of Factories and Workshops.	4	10	32	4	28	18	10
Assistant Inspector of Mines	2	2	6	—	6	4	2
INDIA FOREST SERVICE:—							
Candidates for entry	1	12	42	10	32	20	12
IRISH LAND COMMISSION:—							
Attendant, Record Department	1	2	5	2	3	1	2
LUNACY BOARD (SCOTLAND):—							
Third Clerk	1	1	4	1	3	2	1
MERCANTILE MARINE OFFICES:—							
Clerk	1	2	7	—	7	5	2
Boy Clerk	2	3	12	4	8	6	2

* In these cases the number of vacancies was not stated.
† For this candidate no certificate had been granted up to the 31st December 1892.
‡ For these candidates no certificates had been granted up to the 31st December 1892.

TABLE B.—(ii). LIMITED COMPETITIONS—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors.			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
METROPOLITAN POLICE:—							
Clerk, Commissioners' Office	1	3	8	1	7	4	3
Clerk, Receiver's Office	1	1	4	1	3	2	1
Assistant Clerk, Receiver's Office.	2	3	9	1	8	5	3
Officer for Promotion	23	*	304	3	301	64	237
NATIONAL EDUCATION OFFICE (IRELAND)—							
Inspector	3	9	45	6	39	30	9
Inspector's Assistant	1	1	16	5	11	10	1
NAVY:—							
Cadet	1	56	191	37	154	98	56
Assistant Clerk	2	14	128	23	105	91	14
PETTY SESSIONS CLERKS (IRELAND) OFFICE OF THE REGISTRAR OF:—							
Clerk	1	1	4	1	3	2	1
POST OFFICE:—							
Clerk, London Postal Service	2	19	47	2	45	26	19
Factory and Metropolitan Engineering Clerk.	2	6	15	1	14	8	6
Clerk, Returned Letter Office	1	4	15	1	14	10	4
Examiner of Telegraph Stores	1	11	35	1	34	23	11
SCIENCE AND ART:—							
Attendant	1	1	2	—	2	1	1
TRINITY HOUSE:—							
Clerk (Lower Grade)	1	2	5	—	5	3	2†
Boy Clerk	1	1	6	1	5	4	1
WORKS, OFFICE OF:—							
Assistant, Kew	1	2	3	—	3	1	2

* In this case the number of vacancies was not stated.
† For one of these candidates no certificate had been granted up to the 31st December 1892.

The following Competitions were in progress on 31st December 1892, but had not been finally disposed of.

Department, &c.	Number of Competitions.	Number of Situations to be competed for.	Number of Competitors.
COLONIAL SERVICES:—			
Clerk, Jamaica Civil Service	1	*	27
COMMONS, HOUSE OF:—			
Department of the Clerk of the House:—			
Clerk	1	1	6
FOREIGN OFFICE:—			
Clerk on the Establishment or Attaché in the Diplomatic Service.	1	1	8
INDIA CIVIL SERVICE:—			
Selected Candidates, Periodical Examination.	1	—	33
INLAND REVENUE:—			
Assistant of Excise	1	50	598
MILITARY EXAMINATIONS:—			
Royal Military Academy, Woolwich:—			
Candidates for Entry	1	50	250
Royal Military College, Sandhurst:—			
Ordinary Candidates for entry, including those eligible for West India Regiments only.	1	104	730
University Candidates for commissions	1	8	21
NAVY:			
Cadet	1	56	193
POST OFFICE:—			
Female Telegraph Learner (London)	1	50	866
Female Sorter	1	30	662
PRIVY COUNCIL OFFICE:—			
Third Clerk, Judicial Department	1	1	67

* In these cases the number of vacancies was not stated.

TABLE C.—COMPARATIVE STATEMENT of the CASES dealt with, under the Order in Council of 4th June 1870, during the years 1891 and 1892.

——	1891.	1892.
Candidates who were passed and certificated -	7,303	7,117
„ who were rejected on literary examination -	1,337	1,258
„ who were ineligible in respect of age -	44	54
„ who were ineligible in respect of health -	154	205
„ who were ineligible in respect of character	53	52
„ who were unsuccessful in competition -	7,725	8,168
„ who passed preliminary test examinations	417	586
„ who failed in preliminary test examinations	323	555
„ who did not proceed to examination -	2,280	1,705
	19,636	19,700

TABLE D.—STATEMENT of PRINCIPAL COMPETITIONS, OPEN AND LIMITED, disposed of in 1891 and 1892.

DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Situations competed for.		Competitors.	
	1891.	1892.	1891.	1892.	1891.	1892.
Under the Order in Council of June 4th, 1870.						
†Clerkships, Class I. - - -	—	1	—	12	—	31
†Clerkships, Second Division - - -	2	2	192	318	1,321	1,562
Competitions of Boy Clerks for Clerkships of the Second Division, under the provisions of Clause XI. of the Order in Council of 12th February 1876 - - -	2	2	45	41	188	172
†Boy Clerkships - - - -	2	2	272	412	1,165	1,413
†Admiralty :—Accountant Clerk, Outports -	1	1	1	1	9	11
†Admiralty :—Draughtsman, Outports -	—	1	—	2	—	4
†Admiralty :—Junior Assistant Schoolmaster (Dockyard) - - - -	1	—	1	—	6	—
Admiralty :—Second Class Assistant, Greenwich Observatory - - - -	1	1	1	2	3	7
†Admiralty :—Draughtsman, Hydrographical Department - - - -	—	1	—	1	—	7
Admiralty :—Assistant Naval Storekeeper (Second Class) H.M. Naval Yards -	—	1	—	5	—	21

† Competitions marked thus (†) were open competitions.

TABLE D.—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Situations competed for.		Competitors.	
	1891.	1892.	1891.	1892.	1891.	1892.
British Museum:—Assistant	1	3	1	3	3	9
†Census Office (England):—Temporary Clerk	1	—	73	—	752	—
Census Office (Ireland):—Clerk	1	1	27	6	78	19
Census Office (Ireland):—Female Clerk	1	—	4	—	16	—
Census Office (Ireland):—Female Task-worker	1	—	3	—	11	—
Census Office (Scotland):—Clerk	1	—	24	—	129	—
Commons, House of:—Clerk	3	1	3	1	13	6
Customs:—Outport Clerk	1	1	15	20	246	112
†Customs:—Out-door Officer	1	1	60	80	744	496
†Ecclesiastical Commission:—Junior Clerk	1	—	3	—	36	—
Foreign Office:—Clerk on the Establishment or Attaché in the Diplomatic Service	1	1	3	9	14	27
†Foreign Office:—Student Interpreter	1	—	5	—	36	—
Friendly Societies Registry:—Messenger	1	—	1	—	3	—
Home Office:—Assistant Inspector of Mines	1	2	1	2	5	6
Home Office:—Inspector of Factories and Workshops	1	4	2	10	7	32
†Inland Revenue:—Assistant Surveyor of Taxes	—	1	—	10	—	85
†Inland Revenue:—Assistant of Excise	1	1	100	100	696	686
Irish Land Commission:—Third Class Clerk	1	—	1	—	4	—
Irish Land Commission:—Attendant, Record Department	—	1	—	2	—	5
Lunacy Board (Scotland):—Third Clerk	—	1	—	1	—	4
†Mint:—Clerk, Operative Department	1	1	1	1	5	8
†Patent Office:—Assistant Examiner	—	1	—	3	—	35
Post Office:—Factory and Metropolitan Engineering Clerk	—	2	—	6	—	15
Post Office:—Clerk, London Postal Service	2	2	20	19	42	47
†Post Office:—Female Clerk	2	2	190	115	1,131	1,386
Post Office:—Clerk, Returned Letter Office	—	1	—	4	—	15
†Post Office:—Telegraph Learner (Male)	7	6	222	67	1,448	1,194
†Post Office:—Telegraph Learner (Female)	5	4	62	123	1,615	1,981
†Post Office:—Female Sorter	2	2	112	36	1,206	1,299
Post Office:—Examiner of Telegraph Stores	—	1	—	11	—	35
†Record Office, England:—Clerk	1	—	5	—	15	—
†Science and Art Department:—Assistant, Dublin Museum	1	1	1	1	5	8
†Science and Art Department:—Junior Assistant, Art Branch	—	1	—	1	—	5
†Science and Art Department:—Junior Assistant, Edinburgh Museum	—	1	—	2	—	8
Science and Art Department:—Attendant	1	1	1	1	3	2
Science and Art Department:—Boy Attendant	2	—	3	—	5	—
†War Office:—Second Assistant to Lecturers, Royal Artillery College	—	1	—	1	—	17
†War Office:—Assistant Surveyor, Royal Engineer Civil Staff	1	1	4	3	19	13

† Competitions marked thus (†) were open competitions.

TABLE D.—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Situations competed for.		Competitors.	
	1891.	1892.	1891.	1892.	1891.	1892.
†Woods, Office of:—Junior Clerk	—	3	—	6	—	38
†Works, Office of:—Second Class Assistant Surveyor	1	1	3	2	9	9
†Works, Office of:—Junior Examiner	1	—	1	—	17	—
Works, Office of:—Assistant, Kew	1	1	2	2	7	3
†Works, Office of:—Assistant, Furniture Branch	1	—	1	—	9	—
Not under the above-mentioned Order.						
†Admiralty:—Apprentice in H.M. Dockyards	1	1	112	140	367	458
†Colonial Services:—Eastern Cadet	1	1	7	8	53	37
†Colonial Services:—Clerk, Jamaica Civil Service	1	—	‡	—	29	—
Colonial Services:—Established and Supplementary Clerks in Gibraltar Civil Establishments	1	—	‡	—	19	—
Constabulary, Royal Irish:—Cadet	1	2	9	9	75	81
†County Surveyor, Ireland	1	1	4	1	24	12
†India Civil Service	1	1	33	32	154	95
India Forest Service	1	1	14	12	34	42
Irish Lights Office:—Clerk (Lower Grade)	1	—	1	—	5	—
Mercantile Marine Offices:—Clerk	1	1	2	2	6	7
Mercantile Marine Offices:—Boy Clerk	2	2	3	3	13	12
Metropolitan Police:—Assistant Clerk, Surveyor's Office	1	—	1	—	2	—
Metropolitan Police:—Clerk, Commissioners' Office	—	1	—	3	—	8
Metropolitan Police:—Clerk, Receiver's Office	—	1	—	1	—	4
Metropolitan Police:—Assistant Clerk, Receiver's Office	—	2	—	3	—	9
National Education Office, (Ireland):—Inspector	—	3	—	9	—	45
National Education Office (Ireland):—Inspector's Assistant	—	1	—	1	—	16
Petty Sessions Clerks (Ireland), Office of the Registrar of:—Clerk	—	1	—	1	—	4
†Royal Military Academy, Woolwich	2	1	110	50	437	245
†Royal Military College, Sandhurst, and University candidates for commissions	2	2	318	266	1,271	1,448
Royal Navy:—Cadet	2	1	119	56	332	191
Royal Navy:—Assistant Clerk	2	2	19	14	115	128
†Royal Navy:—Engineer Student	1	1	39	30	102	148
†Supreme Court of Judicature, Ireland:—Junior Clerk	1	—	1	—	44	—
Trinity House:—Second Class Clerk	1	—	1	—	5	—
Trinity House:—Clerk (Lower Grade)	—	1	—	2	—	5
Trinity House:—Extra Clerk	1	—	1	—	5	—
Trinity House:—Boy Clerk	4	1	4	1	20	6

† Competitions marked thus (†) were open competitions.
‡ The number of vacancies in these cases were not stated.

TABLE E.—Showing the CAUSES of NON-ACCEPTANCE by DEPARTMENTS of SECOND DIVISION CLERKS and BOY CLERKS assigned to them, from 1876 to 1892.

Cause of Non-acceptance.	Second Division Clerks.	Boy Clerks.
Inefficiency	25	34
Offences against official rules, &c.	2	3
Health unsatisfactory	75	64
Character unsatisfactory	2	1
Age unsatisfactory (too near the higher limit)*	—	6
„ (too low for special duties)	1	—
Physical unfitness and carelessness	—	1
Inability to take up appointment	2	2
Cause not stated	2	—
	109	105

* The inconvenience arising from this cause was explained in our 24th Report.

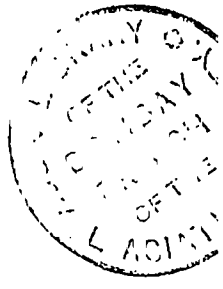
THIRTY-EIGHTH REPORT

OF

HER MAJESTY'S CIVIL SERVICE COMMISSIONERS,

WITH

APPENDIX.



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THIRTY-EIGHTH REPORT.

MAY IT PLEASE YOUR MAJESTY,

WE, Your Majesty's Civil Service Commissioners, humbly offer to Your Majesty this our Thirty-eighth Report relating to the examinations held under our directions during the year 1893.

The total number of cases in our hands during the year 1893 was 30,617,* which may be distributed under the following heads:— Number of cases dealt with in 1893.

	Decided.	Under consideration.	Total.
I. Cases falling under the Order in Council of June 4th, 1870	19,350	2,614	21,964
II. Cases not falling under this Order, viz.:—			
(*a.*) For Home Services	1,551	86	1,637
(*b.*) For Indian Services	354	2	356
(*c.*) For Military Services	4,848	846	5,694
(*d.*) For Naval Services	895	4	899
(*e.*) For Colonial Services	67	—	67
Total	27,065	3,552	30,617

Compared with the year 1892 the figures in the first column show a decrease, under Head I., of 353, and a decrease, under Head II., of 462, the result in the aggregate being a decrease of 815 of cases decided within the year.

HOME SERVICES.

During the year under review the results of 77 competitions (excluding the Indian, Military, Naval, and Colonial Services, and examinations for promotion) were announced, of which 38 were Open Competitions. Competitions in 1893.

These included two competitions for Assistantships of Excise, one for Out-door Officerships of Customs, one for 9 Clerkships, Class I., of the Civil Service, and two for 23 Clerkships of the First Division in the Legacy and Succession Duty Office.

During the year three vacancies, of a kind usually filled by Open Competition under the Class I. Regulations, were provided for by transferand three by promotion.

One vacancy among Assistant Surveyors of Taxes was filled by the promotion of a Second Division Clerk.

* In this and similar statements a candidate who appeared twice (or oftener) is counted as two (or more) candidates.

SECOND DIVISION.

Second Division Clerks are now employed in 62 Departments.

In consequence of the comparatively small number of vacancies for Second Division Clerks occurring in the year under review, the total number being 165 as compared with 286 in the previous year, no competition for Second Division Clerkships was held in 1893.

Number of appointments in the eighteen years 1876–1893.

The entire number of Second Division Clerks appointed since the date (12th February 1876) of the Order in Council which created the Division was, at the end of last year, 4,029; including 705 exceptionally appointed, chiefly from the class of Temporary Copyists.

Assignments for temporary duty.

The number of Second Division Clerks assigned during the year 1893 for temporary duty was 24.

Transfers.

Thirty Clerks were transferred from one Department to another in 1893. The entire number of such transfers since the Order in Council of February 1876 is 519.

Probation.

There were 15 cases last year of the rejection of a Clerk on probation. Out of the whole number who have been admitted on probation, 124 have been rejected, of whom 90 were allowed further trials, which, so far as is at present known, have in no case proved unsatisfactory. The reasons for the rejections are given in detail at p. 53 of the Appendix.

Choice amongst Departments.

Under the rule laid down in 1884, by which Second Division Clerks are allowed to name the Departments in which they would prefer to serve, it was found to be possible last year to give effect to these preferences in every case.

Boy Clerks.

One examination for Boy Clerkships was held in 1893. The number of boys selected was 200; and 741 candidates were examined. The aggregate numbers for the eighteen years, 1876–1893, were 15,991 candidates and 2,487 vacancies. Of these 15,991, however, 7,892 failed to show a competent proficiency in the obligatory subjects, handwriting, spelling, and arithmetic; so that the number of qualified competitors was reduced to 8,099, or between three and four for every vacancy.

Probation of Boy Clerks.

Six Boy Clerks were returned to us last year as having failed to pass their probation. Five of these were subsequently re-assigned to other Departments.

In all 111 Boy Clerks have been rejected on probation, of whom 93 have been allowed a fresh trial in other Departments; the remainder have either resigned or have been removed from the list as unfit for the Service generally.

Competitions for technical appointments

Of the 38 Open Competitions for the Home Service, the results of which were announced during the year, eight were for

situations of a professional or technical character, open only to persons who had undergone a certain amount of previous technical training, as explained in our twenty-ninth Report.

Competitions for non-technical appointments.

Of the 30 non-technical competitions, 15 were for appointments in the Post Office. In 8 of these fifteen, 4,665 female candidates competed for 263 situations; and in five, 1,130 boys competed for 121 situations.

Post Office appointments.

These figures show that the average number of female candidates competing for each situation, which was 11 in 1891, and had risen in 1892 to above 15, had further risen to above 17 in 1893.

Temporary Copyists. Men.

The total number of Men Copyists on the Register on the 31st December last was 370; and the number in actual employment, as nearly as can be stated, 351.

Bonus and gratuity.

In pursuance of the provisions of the Minute issued by the Lords of the Treasury in December 1886, allowing bonus and gratuity under certain conditions to be paid to Copyists, we have paid in the course of the year in all 691 bonuses amounting to 3,872*l.*; and gratuities in 13 cases amounting to 949*l.*

Abstractors.

No less than 119 Temporary Copyists were promoted during the year to the situation of Abstractor or Assistant Clerk, a class of permanent officials described in our last Report, raising the total number of Copyists so promoted to 386.

Boy Copyists.

The number of Boy Copyists added to the Register in 1893, after passing the prescribed examination, was 129; the number of candidates from whom they were selected having been 648, but 113 candidates who, though unsuccessful at an examination for Boy Clerkships, had reached the standard of qualification for Boy Copyists were placed on the Register, thus raising the total of registrations to 242. Besides the above, 93 were registered in virtue of the rule enabling successful candidates at examinations for Boy Clerkships to serve as Boy Copyists pending their appointment as Boy Clerks, and 4 Boy Copyists were restored to the Register. During the same period the number of withdrawals and removals was 366. The total number on the Register at the end of the year was 1,025, and the number serving 810.

Clause VII. of the Order in Council of 4 June 1870.

The number of new applications made to us in 1893, for the grant of certificates under the exceptional provisions of Clause VII. of the Order in Council of 4th June 1870, amounted to 368. This clause has now been used in 3,810 cases altogether; in the great majority of which examination has been wholly dispensed with. Certificates have been granted in 3,470 cases, and refused in 153. The balance includes cases undecided at the end of 1893, and cases in which candidates declined to proceed, &c.

INDIAN SERVICES.

Civil Service of India.

The annual open competition for the Civil Service of India was held in August 1893. Fifty-six appointments were offered, which were distributed as follows amongst the several Presidencies, &c.:—

North-West Provinces, Punjab, Oudh, and Central Provinces - - - -	24
Bengal, Lower Provinces, including Assam -	12
Madras - - - - -	7
Bombay - - - - -	8
Burma - - - - -	5

The number of competitors was 107, or about two for each vacancy.

According to the information supplied by the 56 successful competitors in May and June 1893, when they were applying for admission to the competition, 16 had completed a full University course and were entering for the examination without any special preparation beyond that afforded by their own Colleges or University teachers; 7 others dispensed with special preparation but had not completed a full University course; 21 had, in addition to a University course of greater or less duration, been specially prepared; while 12 relied entirely on special preparation.

In July 33 candidates who had completed their two years' term of probation in this country came up for their final examination. With one exception all of these candidates were pronounced duly qualified for admission to the Civil Service of India. The candidate excepted failed in the literary examination.

And in October 32 candidates, who had completed one year's term of probation in this country under the Revised Regulations* came up for their final examination, and were all pronounced duly qualified for admission to the Civil Service of India.

India Forest Department.

The annual examination for the Forest Service of India was held in June. Thirty-six candidates attended, of whom the required number, viz., 10, were selected for admission to Cooper's Hill College.

India Police Service.

An examination (the first of its kind), almost identical in character with that for the Forest Service of India, was held also in June for appointments in the India Police Service. This examination was attended by 70 candidates, of whom 10, on their subsequently passing a qualifying examination in Riding, were selected for appointment.

MILITARY SERVICES.

Military Preliminary Examinations.

Three Preliminary Examinations for the Army were held during the year 1893, viz., in March, June, and September. Of the

* *See* pp. 37–40 of the Appendix to the Thirty-fourth Report of the Civil Service Commissioners.

1,647 candidates who were examined, 598 passed in all the subjects of the examination.

Two "Further" Examinations were held as usual in the year for Cadetships in the Royal Military College. In the summer 503, and in the winter 464, candidates competed. The number of cadetships offered at each of these examinations was 102 (of which 85 were for infantry, 14 for cavalry, and 3 for West India regiments). In addition, at the two examinations 47 University candidates competed for 16 Commissions in the Army, and 23 candidates were examined, of whom 16 passed, as Queen's Cadet or Queen's Indian Cadet. Royal Military College.

According to the information supplied by the 99 competitors successful for infantry and cavalry cadetships at the summer examination when they were applying for admission to the examination, 38 entered without any special preparation beyond that afforded by the schools at which they were educated, 57 had, in addition to a school education of greater or less duration, been specially prepared, and one relied entirely on private tuition or special preparation, while the information furnished by 3 was of an indefinite character.

At the winter examination it appears that out of the same number (99) of successful competitors only 34 came direct from school or from home tuition, whilst 65 had been specially prepared.

Eight Commissions in the Royal Marine Light Infantry were also offered to the candidates who attended these examinations. Royal Marine Light Infantry.

For the Royal Military Academy, Woolwich, two competitive examinations were held. At the June examination 237 competitors presented themselves, but as 95 failed in the obligatory portion of the examination, only 142 qualified candidates competed for the 50 vacancies offered. At the November examination 211 competitors presented themselves, of whom 104 failed in the obligatory subjects leaving only 107 qualified candidates to compete for the 50 vacancies offered. According to the information supplied by the 50 successful competitors when they were applying for admission to the summer examination, 32 entered without any special preparation beyond that afforded by the schools at which they were educated, 15 had, in addition to a school education of a greater or less duration, been specially prepared, while 3 relied entirely on private tuition or special preparation. Royal Military Academy.

At the November examination it appears that out of 50 successful competitors only 27 came direct from school, whilst 20 had been specially prepared. The information furnished by the remaining three was of an indefinite character

Two examinations were also held (in April and November) for Lieutenants of Militia desirous of qualifying themselves, so far as literary subjects are concerned, for admission to subsequent Lieutenants of Militia.

competition in military subjects for commissions in the Regular Army. The April examination was attended by 73 candidates, of whom 49 qualified; the November examination by 87 candidates, of whom 44 qualified.

During the year also seven candidates were examined under the Regulations for the Examination of Officers of the Colonial Local Military Forces for Commissions in the Army, of whom, so far as the results had been ascertained at the close of the year, two were successful.

Two examinations of Officers of the Army in Modern Foreign Languages were also held in 1893. These were attended by 75 officers and by one member of the India Civil Service, of whom 39 passed the minimum qualifying examination, 19 were declared to be qualified as Interpreters, and 3 others satisfied the preliminary test imposed upon candidates desiring to pursue the study of specified languages abroad.

Two changes of some importance in the Army Entrance Examinations were adopted in the course of the year. By the first the Preliminary Examinations were abolished, certain modifications being in consequence made in the schemes for the Competitive Exminations. It was also decided that in future the written portion of the Competitive Examinations should be held at local centres under specified conditions, the fee paid by candidates being at the same time raised.

Naval Services.

Naval Cadets.

Two examinations were held in 1893 of boys nominated by the Lords of the Admiralty to compete for Naval Cadetships. At the June examination 156 boys competed for 67 ordinary Cadetships, and at the December examination 142 boys competed for 76 ordinary Cadetships. At the June examination one boy passed, and at the December examination one boy failed to pass, the test examination prescribed for "Service" Cadets, *i.e.*, Cadets selected by the Board of Admiralty from sons of meritorious officers in the Army, Navy, or Marines. According to the Admiralty Regulations, a certain number of Cadetships are given annually to sons of gentlemen in the Colonies, on the recommendation of the Secretary of State for the Colonies, provided they pass a qualifying examination, which usually takes place at Colonial stations on board the Admiral's ship, under the superintendence of a chaplain or other officer, examination papers being sent from this Office for the purpose. Four such candidates were examined in the year 1893, but except in the case of one who failed, the results of the examination had not been ascertained on the 31st December.

Assistant Clerkships in the Navy.

Two competitions were held in 1893 for Assistant Clerkships in the Navy. At the earlier competition, held in June, 78 boys nominated by the Lords of the Admiralty competed for seven ordinary vacancies. At the second examination, held in November, 79 boys, similarly nominated, competed for seven

Assistant Clerkships of the ordinary kind. Three boys were nominated to Clerkships reserved for sons of officers of the Navy who have distinguished themselves in the Service, but they all failed to pass the qualifying examination.

Four naval officers were examined during the year in modern foreign languages, including one for the grade of Interpreter, and all were reported qualified. Naval Interpreters.

An open competition was held in April for Engineer Studentships in the Navy. The competition was attended by 144 candidates, 36 of whom passed a qualifying examination and were admitted. Engineer Students.

Simultaneously with the competitive examination seven other candidates nominated by the Lords of the Admiralty, including one Colonial candidate, were subjected to a qualifying examination for as many studentships. Three reached the qualifying standard.

An open competitive examination was held as usual in April for the entry of Apprentices in Her Majesty's Dockyards. There were 454 candidates, of whom 268 passed a qualifying examination, and 147 were admitted. Dockyard apprentices.

Colonial Services.

No Competition for Eastern Cadetships was held in 1893. Eastern Cadetships.

An examination for the Civil Service of Jamaica was held in that island in 1893, which was attended by 38 candidates. Civil Service of Jamaica.

Fees.

The value of the fee stamps presented by candidates at exminations held in the year 1893 was 10,660*l.* against 14,890*l.* in the previous year. Fees.

Examiners.

The following list contains the names of the gentlemen who, under the general superintendence of our Senior Examiner, and the Permanent Examiners, Mr. Butler, Mr. Bonar, and Mr. Sargant, assisted us on various occasions during the year in the conduct of our examinations:—

Geography; History; English Language and Literature, &c.—Professor S. Alexander; T. Arnold; A. J. Ashton; A. O. D. Bartholeyns; A. J. M. Bell; Professor J. F. Blake; R. Booth; R. C. Bunbury; A. Cardew; Rev. W. Chandler; G. G. Chisholm; Rev. Dr. W. O. Cleave; J. A. Cramb; C. N. Cresswell; T. Hastings Crossley; Col. A. M. Delavoye; H. N. Dickson; Professor E. Dowden; W. B. Duffield; W. Fitzpatrick; Professor S. R. Gardiner; Rev. H. B. George; S. Gibson; C. J. Griffiths; T. W. Haddon; J. G. Hay Halkett; Dr. Fitzedward Hall; W. H. Hall; V. W. C. Hamlyn; A. Hassall; J. Hill; Rev. J. N. Hoare; J. C. Horobin E. P. Jacobsen; H. Johnson; E. L. Kearney; H. G.

Keene; S. Kearns; Lt.-Col. C. C. King; Professor W. Knight; W. W. Ladelle; Rev. Dr. T. H. L. Leary; W. Little; R. Lodge; Professor F. W. Maitland; Professor J. M. D. Meiklejohn; Professor F. C. Montague; Professor H. Morley; F. H. Murphy; E. Myers; G. K. Paley; A. E. Pope; A. O. Prickard; G. W. Prothero, Professor W. Raleigh; T. Shedden; G. F. Stevenson; Rev. D. C. Tovey; N. Travers; F. C. Walrond; C. J. Warden; C. Knight Watson; B. Whishaw; P. F. Willert; Rev. C. J. Wynne.

Holy Scripture.—Rev. J. N. Hoare; Rev. E. Ledger.

Greek and Latin Languages, Literature, and History.—S. Alexander; T. Arnold; A. J. Ashton; Professor R. Atkinson; R. Booth; A. Cardew; Professor T. Case; J. L. Strachan Davidson; M. S. Dimsdale; J. D. Duff; G. F. Dugard; S. Gibson; T. W. Haddon; W. E. Heitland; R. D. Hicks; Rev. H. A. Holden; Dr. H. Jackson; Rev. Dr. T. H. L. Leary; J. R. V. Marchant; G. E. Marindin; R. A Neil; Rev. O. Ogle; Rev. T. L. Papillon; Professor G. G. Ramsay; J. S. Reid; J. Y. Sargent; A. Sidgwick; G. F. Stevenson; Professor R. Y. Tyrrell; Prof. G. C. Warr; Rev. W. Wayte; Rev. R. Whiston; Rev. C. J. Wynne.

French.—Professor R. Atkinson; A. O. D. Bartholeyns; J. Boïelle; A. Cardew; E. A. Cazalet; A. Cogery; Rev. J. Congreve; D. R. de Fontanier; Col. A. M. Delavoye; A. Esclangon; A. H. Douglas Hamilton; Alfred Hamonet; A. Huguenet; A. Joy; H. G. Keene; Mrs. A. Kühlke; Henri Van Laun; J. R. V. Marchant; H. W. G. Markheim; J. Molloy; B. L. O'Donnell; C. C. Perry; A. R. Ropes; H. Tarver; Professor Henri Testard.

German.—Dr. F. Althaus; Professor R. Atkinson; C. W. S. Corser; H. E. Goldschmidt; Dr. H. Hager; Dr. N. Heinemann; Dr. K. Lentzner; Dr. E. Oswald; Rev. Dr. J. J. Overbeck; C. C. Perry; Dr. H. Oskar Sommer; Dr. J. Wallraf; W. Wallraf; H. S. Beresford Webb; P. F. Willert.

Italian.—Professor R. Atkinson; Professor A. Farinelli; C. C. Lacaita; L. Ricci.

Dutch.—Rev. A. D. A. Van Scheltema.

Irish.—Rev. Professor J. Goodman; J. Molloy.

Spanish.—Ramon Tejada.

Portuguese.—J. Lopes; B. P. Pargana; E. Prestage.

Russian.—E. A. Cazalet.

Turkish.—Rev. A. Tien.

Arabic.—Capt. A. M. Mantell; Professor D. S. Margoliouth; Rev. A. Tien.

Sanskrit.—Professor J. Eggeling; A. A. Macdonell.

Modern Greek.—A. N. Dendrino; A. Georgian,

Mathematics, Pure and Mixed.—T. H. Attwater; Dr. W. H. Besant; Rev. J. Bond; J. Brill; Dr. R. Bryant; S. O. Buckmaster; Professor A. S. Butler; W. W. Cheriton; Dr. A. R. Forsyth; F. Baden Fuller; J. G. Hay Halkett; W. H. Hall; Professor H. Hart; R. B. Hayward; C. M. Jessop; R. Rymer Jones; E. L. Kearney; Dr. J. Larmor; Rev. W. H. Laverty; Rev. E. Ledger; Professor W. J. Lewis; Major P. A. Macmahon; F. H. Murphy; Professor C. Niven; G. K. Paley; Col. H. C. Seddon; Professor H. S. Hele Shaw; W. Stewart; Rev. G. S. Ward C. Waters; Rev. Dr. H. W. Watson; B. Whishaw; Professor B. Williamson.

Chemistry; Electricity and Magnetism; Heat and Light; Geology and Mineralogy; Physics; Physical Geography.—Professor H. E. Armstrong; A. J. M. Bell; J. Brill; Professor A. S. Butler; Professor H. B. Dixon; Professor B. Fletcher, F.R.I.B.A.; Professor G. C. Foster; W. T. Goolden; Professor A. H. Green; Professor G. D. Liveing; J. E. Marr; H. F. Newall; A. Scott; Col. H. C. Seddon; Professor W. J. Sollas; J. J. H. Teall; Professor J. J. Thomson.

Botany; Zoology; Animal Physiology.—Professor I. B. Balfour; Professor F. Gotch; Dr. S. J. Hickson; Professor E. Ray Lankester; Dr. A. Sheridan Lea; Dr. M. T. Masters; Professor L. C. Miall; E. B. Poulton; Professor S. H. Vines.

Moral Sciences, Logic, Political Economy, and Political Science. Professor S. Alexander; Professor C. F. Bastable; B. Bosanquet; Professor W. Cunningham; Professor H. S. Foxwell; B. E. Hammond; W. E. Johnson; Professor J. McCunn; Professor J. S. Mackenzie; J. H. Muirhead; A. Robinson; Professor A. Seth; Professor W. Wallace.

Law and History (Constitutional and Political).—A. J. Ashton; W. W. Buckland; R. Campbell; S. W. Casserley; H. G. Keene; Professor F. W. Maitland; Professor F. C. Montague; J. B. Moyle; E. Myers; G. K. Paley; Sir F. Pollock, Bart.; T. Raleigh; T. S. Soden.

Factories and Factory Legislation.—Dr. G. P. Bate.

Architecture, Civil Engineering and Surveying, Mechanical Engineering, Practical Geometry, and Geometrical Drawing, &c.—Capt. S. D. Cleeve; Professor B. Fletcher, F.R.I.B.A.; Professor W. Garnett; Gen. Sir F. Middleton; W. H. Mills; Col. H. C. Seddon; Professor H. S. Hele Shaw; W. Castle Turner, C.E.; H. Ward, C.E.

Freehand Drawing.—Capt. R. M. Alexander; W. Clifton; Major L. G. Fawkes; Rev. W. Kingsley; Professor H. S. Hele Shaw.

Book-keeping.—E. E. Humphreys; B. Whishaw.

School Management and Organisation.—Dr. J. G. Fitch.

Vocal Music.—Dr. J. F. Bridge.

Practical Farming.—Professor R. Wallace.

Sanitary Engineering.—Professor B. Fletcher, F.R.I.B.A., Major-Gen. C. E. Luard; W. H. Mills; Col. H. C. Seddon.

Knowledge of Art Objects, &c.—W. M. Conway; J. H. Pollen.

Knowledge of Furniture—J. H. Donaldson.

Shorthand.—W. H. Gurney Salter.

Telegraphy.—W. T. Goolden.

Numismatics—C. F. Keary.

Employed at the Periodical and Final Examinations of the Candidates selected for the Civil Service of India.

Jurisprudence.—Professor E. C. Clark; C. P. Ilbert, C.S.I., C.I.E.

Law of India, &c.—C. P. Ilbert, C.S.I., C.I.E., A. Rumsey.

Notes of Cases, and Law of Evidence.—T. S. Soden.

History and Geography of India.—H. G. Keene, C.I.E.

Political Economy.—Professor H. S. Foxwell; J. N. Keynes.

Hindustani.—Dr. Fitzedward Hall; J. T. Platts.

Telugu.—L. Forbes.

Hindi.—Dr. Fitzedward Hall.

Bengali.—W. S. Seton-Karr.

Marathi.—Rev. Dr. J. Murray Mitchell.

Tamil.—E. W. Bird.

Gujarati.—Rev. S. D. Bhabha.

Burmese.—Lieut.-General Horace A. Browne.

Sanskrit.—Dr. Fitzedward Hall.

Persian.—M. Kempson; Capt. R. St. John.

Arabic.—Rev. A. Tien.

Agricultural Chemistry.—Dr. J. A. Voelcker.

Botany, Geology, and Zoology.—Professor L. C. Miall.

Riding.—Lieut.-Col. J. F. Brough, R.H.A.

All which we humbly submit to Your Majesty's most gracious consideration.

Witness our hands, this sixth day of August one thousand eight hundred and ninety-four.

W. G. COURTHOPE.
FRANCIS HERVEY.

APPENDIX.

CORRESPONDENCE.

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CORRESPONDENCE.

SECOND DIVISION.

HOME CIVIL SERVICE.

SECOND DIVISION.

Age of soldier candidates.

The Assistant Under Secretary of State, War Office, to the Secretary, Civil Service Commission.

SIR, 12th August 1893.

REFERRING to a letter from the Civil Service Commissioners of 29th June last, addressed to A.B., in answer to an application from him for employment, and to the personal communication from this Office of 9th instant, when copies of the enclosures of that letter were obtained, I am directed by the Secretary of State for War to call the attention of the Civil Service Commissioners to Paragraph iv. of the Regulations respecting Competitive Examinations for Clerkships in the Second Division of the Civil Service, and to point out that it apparently excludes all soldiers under the rank of non-commissioned officers, and all reservists, as the short service soldier (Reservist) does not count service for pension.

I am to inquire whether the conditions can be so altered as to include *all* soldiers, and to allow their military service to count towards age qualification; unless this be the rule, practically all soldiers of under 18 years service would be excluded from the advantages allowed by the paragraph above quoted.

I am, &c.

The Secretary, Civil Service Commission, to the Under Secretary of State, War Office.

SIR, 24th August 1893.

IN reply to Sir A. L. Haliburton's letter of the 12th instant relative to subsection iv. of section 2 of the Regulations respecting Competitive Examinations for Clerkships of the Second Division of the Civil Service;

I am directed by the Civil Service Commissioners to state that the clause to which you refer, according to the construction put upon it by this Board, does not exclude short service men from the benefit of its operation, but that, under it, all soldiers may count, towards age qualification, all military service which they are allowed under the Regulations for the Army. It will be recollected that the words "towards pension" were inserted in the clause in pursuance of the suggestion contained in your letter of the 16th September 1880 merely in order to prevent Boy service in the army from being reckoned towards age qualification.

Under these circumstances, it does not appear to the Commissioners that any alteration is required in the existing rules, but if the Secretary of State, after considering these representations, should still be of a different opinion, the Commissioners would be glad to be favoured with his views upon the subject.

I have, &c.

ADMIRALTY.

Assistant Expense Accounts Officer.

Scheme of examination.

The Secretary, Civil Service Commission, to the Secretary, Admiralty.

SIR, 18th November 1893.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 6th instant, with enclosures, on the subject of the proposed appointment under the provisions of clause 7 of the Order in Council of 4th June 1870 of Mr. A.B. to be Assistant Expense Accounts Officer (Second Class);

And, in reply, I am to state, for the information of the Lords Commissioners of the Admiralty, that, in order that the Commissioners may be in a position to determine, in the exercise of the discretion vested in them by the clause referred to, to what extent, if any, they can dispense with examination in Mr. A.B.'s case, they would be glad to be favoured with specific evidence that Mr. A.B. possesses the qualifications necessary for the proper discharge of the duties of the post to which he is proposed to be appointed.

The Commissioners observe from your letter of the 18th of April last that the maximum salary attainable in the customary course of promotion from the post of Second-Class Expense Accounts Officer is 600*l.* a year, and, in these circumstances, the Commissioners have considerable hesitation as to dispensing altogether with further examination in the case of a candidate who has passed only such an elementary examination as that prescribed for Dockyard Apprentices and Dockyard Writers. They regard the cases of Messrs. C.D. and E.F., who were recently appointed to Hong Kong and Bermuda yards, as quite exceptional, and they are not prepared to consider the exemption of those officers from examination as a precedent for similar exemption in other cases. The Commissioners also observe from the above-mentioned letter that it is contemplated that, as a rule, the situation of Second-Class Expense Accounts Officer should be recruited under the same arrangements as the situation of Assistant Naval Storekeeper, the subjects of examination being the same, with the addition of bookkeeping, and they propose to regulate Mr. A.B.'s examination accordingly, if, after considering such evidence of his qualifications as your department may furnish, they should think it necessary to examine him.

At the same time I am to state that the Commissioners think it desirable that the "fixed rules" contemplated by the Order in Council of the 4th June 1870, for testing the qualifications of persons who may from time to time, be proposed to be appointed, either permanently or temporarily, to any situation or employment in any of Her Majesty's Civil Establishments, should now be definitely settled with respect to the situation of Second-Class Expense Accounts Officer, and they would be glad to be informed whether there is any objection to their proceeding forthwith to frame regulations for Open Competitive Examinations for that situation.

I have, &c.

ADMIRALTY.

Assistant Expense Accounts Officer.

Scheme of examination.

The Secretary, Admiralty, to the Secretary, Civil Service Commission.

SIR, 1st December 1893.

I AM commanded by my Lords Commissioners of the Admiralty to acknowledge the receipt of your letter of the 18th November 1893, relative to the qualifications of Mr. A.B., who has been nominated for the position of Assistant Expense Accounts Officer (Second Class), on the strength of the Expense Accounts Department at the Dockyards and, in reply, to state as follows:—

The vacancy to which it is proposed Mr. A.B. shall be appointed is exceptional. The Expense Accounts duties are of a highly technical description, requiring for their efficient supervision an intimate knowledge of the business of a dockyard. The Supervising Staff is very limited in number, in comparison with other departments, and there is no other qualified person at present available to fill the vacancy.

Mr. A.B. would have been selected for service at a foreign yard had it been possible to spare his services.

He has been specially recommended by the head of his department and his retention at Chatham was urgently asked for by the Admiral Superintendent of that Yard, on the ground of his general capability and the aptitude he has displayed in taking charge of the duties of the department during the absence of the Officer of Accounts.

Messrs. C.D. and E.F. will serve a definite period abroad and Mr. A.B. will, in turn, be liable to do the same.

My Lords entirely appreciate the importance of the views expressed by the Civil Service Commissioners as to the necessity for establishing fixed rules for testing the qualification of persons for special appointments under Clause VII. of the Order in Council of the 4th June 1870, and they will prepare and submit for the consideration of the Treasury a scheme to regulate future intrants. But, in the present exceptional case, they regard the special qualifications possessed by Mr. A.B. to be adequate justification for the appointment.

As stated in previous correspondence, My Lords contemplate, as a rule, appointing Second-Class Assistant Officers of Expense Accounts under the same conditions as Second-Class Assistant Storekeepers, but some time must necessarily elapse before anybody, entered in this manner, can become qualified for positions of charge.

In conclusion My Lords trust that the Civil Service Commissioners will see their way to grant a Certificate in the Case of Mr. A.B. the appointment being in the interests of the Public Service.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Admiralty.

SIR, 7th December 1893.

HAVING laid before the Civil Service Commissioners your letter of the 1st instant, respecting the situation of Assistant Expense Accounts Officer (2nd class) and the proposed appointment thereto of Mr. A.B., a Principal Officer in Chatham Dockyard;

ADMIRALTY.

Assistant Expense Accounts Officer.

Scheme of examination.

I am directed to state, for the information of the Lords Commissioners of the Admiralty, that, although the Civil Service Commissioners are willing, under the circumstances, to proceed with Mr. A.B.'s case, without waiting until the rules in regard to age and examination which will regulate ordinary appointments to the situation in question have been fixed, they are still of opinion that such rules should be settled forthwith, and they would be glad, therefore, to be favoured, at your early convenience, with any observations that the Lords of the Admiralty may desire to make upon the enclosed draft of regulations * respecting open competitive examinations for that situation which the Commissioners have framed under the powers conferred upon them by Clause V. of the Order in Council of 4th June 1870, and which they are prepared to submit to the Lords of the Treasury for approval in the ordinary course.

The Commissioners are fully sensible of the advantage of appointing to the Supervising Staff, in the first instance, persons who have an intimate knowledge of the business of a dockyard, and they quite understand that some time must, in many cases, elapse before young men selected by means of open competitive examinations would become qualified to hold positions of charge, but they do not think that these considerations afford sufficient reason for delaying the settlement of regulations to govern any Open Competitive Examination which it may become necessary to hold for the situation now in question. The mere fact that such regulations had been fixed would not preclude the Lords of the Admiralty, with the concurrence of the Lords of the Treasury, from presenting persons for certificates of qualification, under the provisions of the seventh clause of the above-mentioned Order, in cases where it is thought that it would be for the public interest that examination should be wholly or partially dispensed with.

The Commissioners observe, however, that the Lords Commissioners of the Admiralty propose to prepare and submit for the consideration of the Treasury a scheme to regulate future intrants. They are not aware whether the scheme referred to is a scheme of examination, but, in order to avoid any possible misconception, they think it desirable to point out that the Order in Council of the 4th June 1870 imposes upon the Civil Service Commissioners the duty of framing regulations for competitive examinations for situations included in Schedule A. of that Order, and, in the case of a person presented for a certificate under its seventh clause it leaves entirely in the hands of those Commissioners the discretionary power of dispensing, wholly or partially, with examination upon evidence satisfactory to them that such person possesses the requisite knowledge and ability.

With respect to the particular case of Mr. A.B., I am to state that the Commissioners have felt some hesitation about dispensing altogether with examination, but, having considered the additional information now afforded regarding his qualifications for the situation to which it is proposed to appoint him, and in view of the special circumstances of the case, they have decided that they are justified in exempting him from further literary examination on the present occasion, and they have given directions accordingly.

I have, &c.

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* Not printed: Regulations not yet settled.

ADMIRALTY.

Director of Works Department.

System of appointment to Surveyorships.

The Secretary, Treasury, to the Civil Service Commissioners.

MY LORD AND SIR, 13th May 1893.

THE Lords Commissioners of Her Majesty's Treasury desire me to say that they have before them a proposal from the Admiralty regarding the Surveyor's Branch of the Department of the Director of Works of the Navy, according to which the branch would consist of:—

Three permanent officers and nine temporary officers, and appointment to the permanent posts would, as a rule, be made by selection from the temporary staff, and by certificates under Clause 7 of the Order in Council of 4th June 1870.

The plea for this arrangement is that the permanent staff will be too small to admit of young men being trained up in its junior ranks, for the higher ranks; and that the nursery for it must therefore be found in the temporary staff, probation in which will be the ordinary preliminary to appointment to the permanent staff.

My Lords would be much obliged for your opinion on this proposal. You are aware of the jealousy with which they feel bound to regard any exception to the rule of appointment by open competition, and Their Lordships would ask whether you think the following safe-guards would be practicable and would remove the obvious objection to the scheme that it opens the door to favouritism, viz.:—

(1) That before a man is appointed from the temporary to the permanent staff, he must undergo an examination by your Commission to test his fitness.

(2) That if no man on the temporary staff be found fit, the appointment be filled by competition of outsiders.

I am, &c.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 20th May 1893.

I AM directed to acknowledge the receipt of your letter of the 13th instant, requesting the Civil Service Commissioners to give their opinion of a proposal made by the Admiralty respecting the Surveyor's Branch of that Department according to which that Branch would consist of 3 permanent and 9 temporary officers, appointments to the permanent posts being made as a rule by selection from the temporary staff under the provisions of clause 7 of the Order in Council of 4th June 1870.

In reply, I am to observe that, if the Commissioners rightly understand this proposal, it is intended that persons should be appointed to the temporary staff without competition, if not without examination, that their employment, though carrying no right to superannuation will be virtually continuous, and that on the occurrence of a vacancy in the permanent staff a temporary officer may be selected for appointment thereto, subject to passing a qualifying examination. The conditions proposed for so small a temporary staff appear unduly favourable when compared with those accorded under the General Regulations to persons who have entered by open competition, and the Commissioners do not see that any sufficient reason has been given to show why the permanent posts should not be filled by open competition, the temporary officers being allowed the usual deduction from their actual age in respect of previous service.

ADMIRALTY.

Director of Works Department.

System of appointment to Surveyorships.

It appears to the Commissioners that serious objections attach to the kind of temporary service contemplated, and in particular to any proposal to give special consideration for such service, which is not subject to the rule of competition in the case of Departments included in Schedule A of the Order in Council of 4th June 1870. The proposal, as it stands, is diametrically opposed to the provisions of that Order. By its adoption, the principle of open competition would, so far as these appointments are concerned, be wholly ignored.

A further objection, of less importance, may be brought against the proposals on the ground that it is intended to select Accountant Clerks for the permanent higher posts. It is not *primâ facie* apparent that the training of such Clerks would be such as to qualify them for the higher situations.

The safeguard of a qualifying examination suggested by Their Lordships, though not without value, is inadequate compared with that afforded by the procedure under the ordinary rules.

I may add that, if the temporary officers are to be practically permanent, there would seem to be no reason, in view of the conditions of their service, why they should not be appointed by open competition.

I have, &c.

The Secretary, Treasury, to the Civil Service Commissioners.

MY LORD AND SIR, 8th June 1893.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to transmit herewith, for your information with reference to Mr. Lockhart's letter of 20th ultimo, a copy of a letter of to-day's date which my Lords have caused to be addressed to the Admiralty, on the subject of the Surveyor's Branch of the Department of the Director of Works of the Navy.

I am, &c.

[EXTRACT FROM ENCLOSURE.]

SIR, Treasury Chambers, June 1893.

THE Lords Commissioners of Her Majesty's Treasury have had before them your letter of the 24th April last, respecting the staff of the Surveyor's Branch of the Department of the Director of Works of the Navy.

* * * * * *

The important point, . . . on which My Lords fear that they may differ from the Board of Admiralty, is the method of appointing Officers to the Surveyor's Branch. The Board propose that all should first enter as temporary officers, by direct nomination, and that the permanent part of the branch should be filled by selection from the temporary staff, with certificates under Clause 7 of the Order in Council of the 4th June 1870.

My Lords have consulted the Civil Service Commissioners and find that they have the view of this Department that, if the temporary staff is to feed the permanent exclusively, appointment to it should be through the medium of a competitive technical examination open to all experts of a prescribed age, experience and good character, but probably differing in subjects for the Accountant Clerks and the Assistant Surveyors, respectively.

On the other hand, if the Board of Admiralty would prefer that appointments to the temporary staff should continue to be by direct nomination, and that no

ADMIRALTY.

Director of Works Department.

System of appointment to Surveyorships.

examination should take place until an appointment was required to the permanent staff, the examination should be of a more advanced technical character, and be open to all experts of a prescribed age, experience, and good character, the only concession to temporary officers competing in it being the usual deduction from their age, in respect of previous service.

The Civil Service Commissioners have settled the terms of many competitions for experts of various kinds, and are fully alive to the unsuitability of most school and college subjects of examination for experienced professional men; and My Lords believe that, if the Board of Admiralty will instruct the Director of Works to place himself in communication with those Commissioners, it will be found possible to arrange terms which will meet the special circumstances of the Surveyor's Branch of his Department.

I am, &c.

The Secretary to the Admiralty. (Signed) R. E. WELBY.

CUSTOMS.

CUSTOMS.

Re-instatement.

The Assistant Secretary, Customs, to the Secretary, Civil Service Commission.

SIR, 7th November 1893.

I am directed by the Board of Customs to acquaint you that they have received an application from Mr. A.B., at present serving on probation as a Clerk of the Second Class in this Department at the Port of Middlesbrough, requesting that he may be allowed to return to his former position as an Outdoor Officer in this Service; and I am to signify the request of the Board that they may be informed whether, as Mr. A.B. has now been certificated as a Clerk, Second Class, at the Outports, he can, in the opinion of the Civil Service Commissioners, be re-instated in his former office in another branch of the Customs service.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Customs.

SIR, 16th November 1893.

IN reply to Mr. Courroux's letter of the 7th instant on the subject of an application from Mr. A.B., a Second Class Clerk at the Port of Middlesbrough, to return to his former position of Outdoor Officer;

I am directed to state, for the information of the Board of Customs, that the Civil Service Commissioners are of opinion that when Mr. A.B. accepted the situation of Out-port Clerk, for which he was certificated in January last, he vacated his situation of Out-door Officer, and that he cannot now be re-appointed to the last-mentioned situation without a fresh certificate of qualification from this Board.

I have, &c.

INLAND REVENUE.

Staff Posts.

As to necessity for fresh certificate on transfer.

The Secretary, Inland Revenue, to the Secretary, Civil Service Commission.

SIR, 31st October, 1893.

I AM directed by the Board of Inland Revenue to acknowledge the receipt of certificates under the hands of the Civil Service Commissioners in favour of Messrs. A.B., C.D., E.F., and G.H., to be Superintending Examiner of Claims (2), Principal of the Registry, and Registrar of Securities respectively.

The Board would be glad to learn from the Civil Service Commissioners whether these certificates, although they are given for particulars staff posts, would not still be available for the officers mentioned, even if the Board, in their discretion, should move them from one staff post to another, without the necessity for bringing their cases forward for the issue of fresh certificates.

I have already seen Mr. Hennell personally on this subject, but he wished the question to be formally raised, so that the Civil Service Commissioners might have an opportunity of considering the matter.

In the event of these certificates admitting of the interchangeability of the officers from one staff post to another of relative rank and pay, I am to inquire whether the certificates would be available for a staff post rising to 500*l.* per annum.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Inland Revenue.

SIR, 10th November 1893.

IN reply to your letter of the 31st ultimo, I am directed to state, for the information of the Board of Inland Revenue, that the Civil Service Commissioners, although they doubt whether they are in a position to pronounce an authoritative decision upon the questions raised in that letter, are decidedly of opinion that, having regard to the circumstances under which certificates of qualification for certain staff posts were recently issued in favour of Messrs. A.B., C.D., E.F., and G.H., it would be desirable for your Board to obtain a further certificate of qualification before transferring any one of those officers from the particular staff post for which he was recently certificated to some other staff post.

No fee would be payable in respect of the issue of such further certificate if the maximum salary of the post to which such officer was proposed to be transferred was under 450*l.* a year, but the previous consent of the Lords of the Treasury to the issue of the certificate would probably be necessary since the enclosure to Mr. Crafer's letter of the 23rd of September last seems to convey Their Lordships' sanction only to the appointment of particular individuals to particular posts.

I have, &c.

WAR OFFICE.

Inspectors of Ordnance Machinery.

Scheme for open competition.

WAR OFFICE.

The Director-General of Military Education to the Secretary, Civil Service Commission.

SIR, 27th September 1893.

WITH reference to your letter of the 6th instant,* I am directed by the Commander-in-Chief to inform you, for the information of the Civil Service Commissioners, that His Royal Highness proposes that the duty of deciding on the technical qualifications mentioned in Part 2, Paragraph II. of the Regulations for the appointment of Inspectors of Ordnance Machinery, including the practical experience in Mechanical Drawing, should rest with the Director-General of Ordnance Factories, and the Director of the Artillery College, who would report whether the candidates were "qualified" or "not qualified" for admission to the examination.

I have, &c.

The Secretary, Civil Service Commission, to the Director-General of Military Education, Horse Guards.

SIR, 5th October 1893.

WITH reference to your letter of the 27th ultimo, stating that His Royal Highness the Commander-in-Chief proposes that the duty of deciding on the technical qualifications mentioned in Part 2, Paragraph II. of the Regulations for the appointment of Inspectors of Ordnance Machinery should rest with the Director-General of Ordnance Factories and the Director of the Artillery College;

I am directed by the Civil Service Commissioners to request that you will be good enough to call the attention of His Royal Highness to the circumstance that the adoption of the above-mentioned proposal would, in the opinion of this Board, necessitate considerable alterations being made in the Regulations recently issued respecting the examination of candidates for the appointments in question; inasmuch as such appointments would be given, not to candidates successful at open competitive examinations held by the Civil Service Commissioners, but to candidates successful in competitions limited to persons selected by representatives of the War Office. In such circumstances it would probably be convenient that the announcement of forthcoming examinations and the receipt of applications for admission should devolve upon the War Office rather than upon this Department.

The Commissioners desire me to add that, while fully recognizing the authority of His Royal Highness to determine the conditions under which appointments to the post of Inspector of Ordnance Machinery shall be made, they have been led to offer the foregoing remarks because the original draft of the Regulations was forwarded to this Department for such observations as the Commissioners might desire to make.

I have, &c.

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* Not printed.

The Assistant-Director of Military Education to the Secretary, Civil Service Commission.

WAR OFFICE.

SIR, 18th October 1893.

Inspectors of Ordnance Machinery.

THE questions raised in letters from this Office of the 22nd August* and 27th September 1893 have been reconsidered, and I am directed by the Commander-in-Chief to inform you that His Royal Highness has determined to leave entirely to the Civil Service Commissioners the selection of fit and properly qualified persons for appointment as Inspectors of Ordnance Machinery as laid down in the Regulations of the 1st June last.

Scheme for open competition.

His Royal Highness desires me to impress upon you that those selected must be thoroughly practical men, competent engine fitters and turners, and must possess practical experience in mechanical drawing, such as is obtained in an Engineer's Drawing Office; they should be able to prepare general drawings to scale of some portions of machinery together with working drawings to scale.

I am to add that should the Commissioners at any time require more satisfactory evidence than candidates have produced, any candidate can be practically examined in the above subjects at the Royal Arsenal, Woolwich, under arrangements which I can make at any time.

I have, &c.

The Secretary, Civil Service Commission, to the Assistant-Director of Military Education.

SIR, 10th November 1893.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter of the 18th ultimo, on the subject of the selection of fit and properly qualified persons for appointment as Inspectors of Ordnance Machinery as laid down in the Regulations of June last;

And, in reply, I am to state, for the information of His Royal Highness the Commander-in-Chief, that the Commissioners will cause a note to be made of the requirements set forth in that letter and that they are obliged by the offer which you have been good enough to make of affording facilities for the practical examination of candidates, if necessary, at the Royal Arsenal, Woolwich.

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* Not printed.

POST OFFICE.

Male Sorters.

Scheme for competitive examination.

POST OFFICE.

The Secretary, General Post Office, to the Secretary, Civil Service Commission.

SIR, 17th May 1893.

I AM directed by the Postmaster General to acquaint you, for the information of the Civil Service Commissioners, that, subject to two reservations, he is prepared to extend the system of Open Competition to the class of Sorters in London.

The reservations are these :—

1. One fourth of the number of sorters' vacancies to be reserved for limited competition between selected postmen, and,
2. A similar reservation *i.e.*, a reservation of one-fourth of the whole number—for limited competition between selected boy messengers, telegraph and indoor—the selections in both cases to be made, of course, by the Postmaster-General.

The remainder of the sorters' vacancies, which may be roughly estimated at about 300 a year, Mr. Morley will be ready to place at the disposal of the Civil Service Commissioners with a view to their being advertised for open competition.

Should the Commissioners see fit to accept this suggestion, the competition should, in Mr. Morley's judgment, be held not less than four times a year, and I am instructed to forward the accompanying draft regulations* which appear to him to be calculated to meet the requirements of the case.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, General Post Office.

SIR, 10th June 1893.

WITH reference to your letter of the 17th ult. respecting the manner in which future appointments shall be made to the situation of male sorter in London;

I am directed to state, for the information of the Postmaster General, that the Civil Service Commissioners see no objection to the proposed arrangement, with the exception that, on grounds of convenience and economy, they think it desirable that the open competitive examinations should be held only twice a year as in the case of the Telegraph Learners and Female Clerks.

I am at the same time to enclose a draft of regulations respecting open competitive examinations for the situation of male sorter in London which the Commissioners have framed with the view of carrying out what they understand to be the Postmaster General's wishes, and I am to state that, on being informed that Mr. Morley agrees to these regulations, the Commissioners will submit them to the Lords Commissioners of Her Majesty's Treasury for approval.

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* Not printed. For regulations as finally settled *see* next page.

Post Office.

Male Sorters.

Scheme for competitive examination.

It will be observed that, as the examination now embraces more subjects than heretofore, and will occupy more time, and entail a largely increased expense, the Commissioners have deemed it right to raise the fee to 2*s.* 6*d.* It is scarcely necessary to remark that the amount of the examination fee is quite inappreciable when compared with the sums which candidates spend on preparation for examinations.

I have, &c.

The Secretary, General Post Office, to the Secretary, Civil Service Commission.

SIR, 15th June 1893.

WITH reference to your letter of the 10th instant, I am directed to acquaint you, for the information of the Civil Service Commissioners, that the Postmaster General agrees to the draft regulations for the Sorters' competitions, copy of which was enclosed in your letter, and I am to request that you will be so good as to move the Commissioners to arrange for the first competition at as early a date as possible.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Treasury.

SIR, 16th June 1893.

THE Postmaster General having informed this Board that he is prepared, with certain reservations, to extend the system of Open Competition to the class of Male Sorters in London,

I am directed by the Civil Service Commissioners to submit, for the approval of the Lords Commissioners of Her Majesty's Treasury, the enclosed draft of regulations for holding Open Competitions for these situations, as settled in communication with the authorities of the General Post Office; and I am to request that the Commissioners may be favoured with an early intimation of Their Lordships' assent to the Regulations, if they should be pleased to approve of them.

I have, &c.

ENCLOSURE.

REGULATIONS respecting OPEN COMPETITIVE EXAMINATIONS for the situation of MALE SORTER in LONDON in the DEPARTMENT of the POSTMASTER-GENERAL.

*** These Regulations are liable to alteration for future Examinations.

1. Candidates will be required to satisfy the Civil Service Commissioners—

(*a.*) That their age on the day of the Examination is not less than 18 nor more than 21.

Note.—In reckoning age for competition, persons who have served for two full consecutive years in any Civil situation to which they were admitted with the Certificate of the Civil Service Commissioners, or as registered copyists in connection with the Civil Service, may deduct from their actual age any time not exceeding five years which they may have spent in such service.

POST OFFICE.

Male Sorters.

Scheme for competitive examination.

(*b.*) That they are duly qualified in respect of health and character.

Note.—No candidate will be eligible for appointment who is less than 5 ft. 4 in. in height, or who fails to satisfy the Medical Officers of the Post Office that he is free from any physical defect, disease, or weakness which would be likely to interfere with the proper discharge of his duties or with his regular and continuous attendance.

Re-vaccination will be required before appointment, unless the candidate exhibit good marks of primary and secondary vaccination, or good marks of vaccination with definite evidence of having had small-pox.

2. At each Examination the number of candidates to be selected will be such as the Postmaster-General may from time to time fix.

3. The examination will be in the following subjects, viz.:—

1. Handwriting.
2. Orthography.
3. English Composition, to be tested by a short essay or letter on a simple subject.
4. Arithmetic (first four rules, simple and compound).
5. Geography (general).

Candidates failing in any of the above-named subjects will not be eligible.

4. Persons holding situations in the Civil Service, Engineer Students in the Navy and Apprentices in Her Majesty's Dockyards, will not be eligible unless they produce to the Civil Service Commissioners the written permission of the authorities of their Department to attend the examination, dated before the commencement of the competition.

5. Application for permission to attend an examination must be made, at such times and in such manner, as may be fixed by the Civil Service Commissioners.

6. A fee of 2*s.* 6*d.* will be required from every candidate attending the examination.

Civil Service Commission,
June, 1893.

The Secretary, Treasury, to the Civil Service Commissioners.

MY LORD AND SIR, 23rd June 1893.

IN reply to Mr. Lockhart's letter of the 16th instant, I am directed by the Lords Commissioners of Her Majesty's Treasury to inform you that they concur in the proposed regulations (of which a draft accompanied the letter under reply) for Open Competitions to fill the situation of Male Sorter in London.

I am, &c.

MILITARY ENTRANCE EXAMINATIONS.

Revision of Scheme of Examination.

The Secretary, Civil Service Commission, to the Director-General of Military Education.

SIR, 8th March 1893.

I AM directed by the Civil Service Commissioners to request that you will be so good as to submit the following observations on the working of the present Army Preliminary Examinations for the consideration of His Royal Highness the Commander-in-Chief.

These Examinations were instituted with the main object of eliminating candidates who have clearly no reasonable chance of succeeding in the competition, and so lightening the expense and labour connected with the Further Examinations. In consequence, however, partly of the regulation which allows candidates, under certain conditions, to pass the Examination in subdivisions, and also of the fact that the number of possible trials is practically unlimited, it is found that only a small percentage of candidates is eventually rejected under the present system. Thus, for instance, at the Preliminary Examination held in February 1887, out of a total of 302 no less than 263 passed the Preliminary either on that occasion or subsequently, only 39 being debarred by failure from entering for the competition.

Thus the Army Preliminary Examination, which in itself involves much labour and expense, appears to fail in accomplishing its main object.

It may, however, be urged that the Preliminary Examination affords a guarantee that candidates for admission to the Army reach a certain standard of proficiency in general education. For the reasons above mentioned it will appear that the Examination is inadequate to secure this object. Nor, indeed, is it necessary to retain the Preliminary Examination for this purpose, as a far superior test is afforded by the Further Examination, which includes the main subjects of the Preliminary.

His Royal Highness is aware that it is proposed, in the case of the Woolwich Examinations held in 1894 and subsequent years, to require all candidates to gain such an aggregate total of marks as shall satisfy the Commissioners of their general proficiency. The Commissioners would accordingly suggest that a similar rule should be introduced into the Regulations for Sandhurst, and that the requirement of the Army Preliminary should be dispensed with in both cases, so soon as the new rules come into force.

The Commissioners would also suggest that, if these changes should be adopted, it would be desirable to include English Composition in the obligatory subjects both for Woolwich and Sandhurst, and to allow 1,000 marks for the subject, as is the case for the Examination for the India Forest Service, which has been generally assimilated to those for the Army.

I am to add that the fee at present paid by candidates is wholly disproportionate to the expenses of the Examination and to the fees

Revision of Scheme of Examination.

charged for analogous Examinations for the Civil Service, and that if it were raised to 3*l.* and the Preliminary Examination discontinued, candidates would probably not pay more on the average than they do at present, while the increased fee would tend to discourage candidates who are known to have no possible chance of success, from entering for the competition.

I have, &c.

The Director-General of Military Education to the Secretary, Civil Service Commission.

SIR, 24th August 1893.

I ENCLOSE a copy of the Army Order* of the 19th August 1893, by which all Preliminary Examinations of candidates for commissions in the Army are abolished after September next.

* * * * *

I am directed to inform you that His Royal Highness the Commander-in-Chief and the Secretary of State for War are desirous that every consideration should be shown to all who have the slightest grounds to think themselves injuriously affected by the new regulations rendered necessary by the abolition of the Preliminary Examination. The view taken of the subject is that those who have satisfied the Civil Service Commissioners at Preliminary Examinations in Arithmetic, Geography, &c., and who were therefore supposed to know enough of those subjects for entry into the Army should not be disqualified by failing at the new Competitive to gain any qualifying minimum which may be required by the new regulations.

I have, &c.

The Director-General of Military Education to the Secretary, Civil Service Commission.

SIR, 25th August 1893.

WITH reference to my letter of yesterday's date, and to previous correspondence relative to the Examinations for the Army, I am directed by His Royal Highness the Commander-in-Chief to transmit drafts of the new regulations† which it is proposed to issue respecting the Examinations for admission to the Royal Military Academy and to the Royal Military College respectively, showing the changes in the scheme for the Competitive Examination which have become necessary in consequence of the abolition of the Army Preliminary Examination, and I am to request that you will favour me with any observations which the Commissioners may wish to offer upon the subject.

I have, &c.

The Secretary, Civil Service Commission, to the Director-General of Military Education, War Office.

SIR, 26th August 1893.

I AM directed by the Civil Service Commissioners to acknowledge the receipt of your letter, of yesterday's date, transmitting for their

* Not printed. † For the Regulations as finally settled, *see* pages 23 to 26.

observations draft regulations respecting the Examinations for admission to the Royal Military Academy and the Royal Military College respectively, and, in reply, I am to enclose a Memorandum* indicating the various modifications which would, in their opinion, be desirable. Revision of Scheme of Examination.

I am at the same time to suggest, for the consideration of His Royal Highness the Commander-in-Chief, that as it may be some time before the new regulations can be ready for issue, and as much anxiety exists on the part of candidates and their friends as to the effect of the changes which are known to be in contemplation, it would be well to make a preliminary announcement of those alterations which are already determined upon; and I am accordingly to submit a draft of an announcement† which the Commissioner suggest should be issued in answer to all inquiries on the subject.

I have, &c.

The Director General of Military Education to the Secretary, Civil Service Commission.

SIR, 30th August 1893.

I AM directed to inform you that the Secretary of State for War approves of the announcement, regarding the Competitive Examination for Woolwich and Sandhurst, which accompanied your letter of the 26th August 1893, and a copy of which is enclosed.†

I have, &c.

The Secretary, Civil Service Commission, to the Adjutant-General to the Forces, War Office.

SIR, 31st August 1893.

IN reply to Colonel Douglas Jones' letter of the 30th instant, stating that the Secretary of State for War approved of the announcement regarding the Competitive Examination for Woolwich and Sandhurst suggested in my letter of the 26th instant.

I am directed by the Civil Service Commissioners to state that copies of the Memorandum in question will be sent in answer to all inquiries on the subject addressed to this Office. The Commissioners would, however, suggest that the paragraph relating to Sandhurst should be modified as shown in manuscript in the enclosed proof, so as to correspond *mutatis mutandis* with the notice relating to Woolwich.

The Commissioners would be glad to know whether they may inform applicants that the changes as regards subjects of Examination adopted for the competitions will also apply in the case of Officers of Militia and Queen's Cadets, &c., but that the precise nature of the standards to be fixed is at present under consideration.

I have, &c.

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* Not printed here.

† This announcement (Enclosure to Civil Service Commissioners' letter of 31st August) is printed on p. 18.

Revision of Scheme of Examination.

ENCLOSURE.

The Civil Service Commissioners are authorised by the Secretary of State for War to make the following announcements with regard to the changes to be made in the Competitive Examinations for admission to the Royal Military Academy, Woolwich, and to the Royal Military College, Sandhurst, to be held under the regulations which will come into force in 1894.

The Army Preliminary Examination is abolished.

1. The maximum marks for Mathematics, Class I., will be 3,500 for Woolwich, and 3,000 for Sandhurst. Arithmetic will be included in the Examination.
2. English Composition and Geometrical Drawing (1,000 marks each) will be omitted from Class III., and added to the subjects in Class I.
3. Geography (500 marks) will be added to Class III.

Candidates for admission to the Royal Military Academy will be required to show a satisfactory knowledge of each of the branches of Mathematics in Class I., including Arithmetic, and must also obtain such an aggregate of marks for the subjects included in Class I. as may satisfy the Civil Service Commissioners. Candidates who have, previously to 1st January 1894, passed the Army Preliminary* or any other of the Examinations which have hitherto been accepted as equivalent, will not be regarded as disqualified for failing to pass in Arithmetic, or to obtain the aggregate required in Class I.

Candidates for admission to the Royal Military College will be required to qualify in Arithmetic, and must also obtain such an aggregate of marks for the subjects included in Class I. as may satisfy the Civil Service Commissioners. Candidates who have, previously to 1st January 1894, passed the Army Preliminary,* or any other of the Examinations which have hitherto been accepted as equivalent, will not be regarded as disqualified for failing to pass in Arithmetic, or to obtain the aggregate required in Class I.

The changes in the Examination for the Royal Military College will apply also to the Literary Examination of Subalterns of Militia who are candidates for Commissions in the Army. The rule requiring such candidates to gain a qualifying aggregate of marks in the subjects taken up will remain in force.

The rule requiring candidates for Commissions in the Royal Artillery to obtain half the marks allotted to Mathematics in Class I. will also remain in force.

Civil Service Commission,
18th September 1893.

* Candidates who have failed to pass the Army Preliminary, but have passed in three or more subjects, including Elementary Mathematics, will not be required to qualify in Arithmetic in the Competitive Examination.

The Adjutant-General to the Forces, to the Secretary, Civil Service Commission.

SIR, 4th September 1893.

I HAVE the honour, by desire of His Royal Highness the Commander-in-Chief, to acknowledge the receipt of your letter of the 31st ultimo, regarding the Competitive Examinations for Woolwich and Sandhurst, and to inform you, in reply, that His Royal Highness concurs in the proposal of the Civil Service Commissioners that the paragraph relating to Sandhurst in the proof of the announcement forwarded therewith should be modified as shown in manuscript thereon.

I am to add that the changes as regards subjects of Examination adopted for the competitions will apply to Officers of Militia, Queen's Cadets, and University Candidates.

I have, &c.

The Chairman of the Committee of the Head Masters' Conference to the Secretary, Civil Service Commission.

Localisation of Examinations.

DEAR SIR, 1st November 1892.

I HAVE been instructed by the Committee of the Head Masters' Conference to approach the Civil Service Commissioners with the request that they will kindly take into consideration the question, which, it is believed, has already been before them, as to the possibility of localising the *Further* Army Examinations upon a principle similar to that which has already approved itself in the case of the *Preliminary* Examinations.

The undesirability of detaining in London for a fortnight during the Examination a large number of youths, for the most part under little or no control, has been freely admitted. If by any means the Commissioners could see their way to making arrangements by which these Examinations could be conducted at various local centres, the Head Masters' Committee would gladly welcome any such improvement upon the present system.

If extra expense would necessarily be incurred by the Department in order to carry out such arrangements the Committee do not think that there would be any practical objection to an increase of the fee. In most cases there would be a saving of expense to the candidate.*

I have, &c.

The Secretary, Civil Service Commission, to the Director-General of Military Education.

SIR, 23rd November 1892.

I AM directed by the Civil Service Commissioners to transmit, for the information of His Royal Highness the Commander-in-Chief, a copy of a letter which has been received from the Chairman of the Committee of the Head Masters' Conference, containing a proposal for the localisation of he Further Examinations for admission to the Royal Military College and the Royal Military Academy.

I am to state that although a similar proposal was considered and negatived in June 1890, the Commissioners are disposed to reconsider the question, and if on further examination the practical difficulties then adverted to can be overcome, they would be glad to be able to accede to the desire of the Head Masters.

I have, &c.

The Director-General of Military Education to the Secretary, Civil Service Commission.

SIR, 31st December 1892.

I AM directed by His Royal Highness the Commander-in-Chief to acknowledge the receipt of your letter of the 23rd November 1892, forwarding a copy of a letter from the Chairman of the Committee of the Head Masters' Conference containing a proposal for the localisation of the Further Examinations for admission to the Royal Military College and Royal Military Academy.

His Royal Highness was desirous of knowing how it was proposed to surmount those difficulties which were expressed in Mr. Poste's letter of 18th June 1890, as rendering it undesirable to carry out a similar proposal which had then been made; and I was able to inform him, after

* For reply, *see* next page.

Localisation of Examination.

my interview with the Civil Service Commissioners on the 9th instant, that it was intended to continue to have the oral examinations in London as at present.

His Royal Highness, with the concurrence of the Secretary of State for War, approves of the proposal made by the Head Masters' Conference if the details can be satisfactorily arranged.

In the event of the proposal being carried out, it will be necessary to make fresh arrangements for the Medical Examination of the candidates, which at present takes place in London and Woolwich respectively, the day before the Literary Examination begins.

The present regulations do not work very satisfactorily on account of the very large number of candidates who have to be examined in a single day, and the Commander-in-Chief proposes that, in future, only the successful candidates shall be medically examined.

As, however, there is not now much margin of time between the publication of the list of successful candidates and the date when they are required to join at Sandhurst, His Royal Highness will be glad to know if it will be possible to hold the Literary Examination a week earlier, so as to give time for the medical examination.

I have, &c.

The Secretary, Civil Service Commission, to the Chairman of the Committee of the Head Masters' Conference.

SIR, 3rd February 1893.

WITH reference to your letter of the 1st November last*, proposing that the Further Examination for the Army should be held at schools, I am directed by the Civil Service Commissioners to inform you that, having communicated with the War Office on the subject, they are glad to find that the authorities of that Department are willing to entertain the proposal, if the Civil Service Commissioners consider that the practical difficulties which were pointed out when the proposal was first mooted in 1890 can be surmounted.

The Civil Service Commissioners are now inclined to think that those difficulties are not insuperable, and the question as to the precise condition under which your proposal can be accepted is now under consideration. A further communication will in due course be addressed to you on this subject.

I have, &c.

The Chairman of the Committee of the Head Masters' Conference to the Secretary, Civil Service Commission.

SIR, 22nd February 1893.

I AM instructed by the Committee of the Head Masters' Conference to write to you and to request you to express to the Civil Service Commissioners their grateful acknowledgment for the very kind manner in which they have taken into consideration their desires respecting the Army Further Examinations; and, with reference to your letter of February 4th, to say that they have every hope that the arrangement therein proposed may prove successful.

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* *See* preceding page.

With regard to the expense, they do not anticipate that, even if the numbers at any centre of examination fall below 20, there would be any difficulty in meeting the necessary expense by raising the fees in such a case so as to cover the minimum expenditure. Localisation of Examinations.

They also venture to express a hope that the medical examination may in future apply only to the successful candidates, a step which would save many boys from having a needless journey to London.

I have, &c.

The Secretary, Civil Service Commission, to the Director-General of Military Education.

SIR, 25th March 1893.

WITH reference to your letter of the 31st December, respecting a proposal submitted by the Committee of the Head Masters' Conference for the localisation of the Further Examinations for the Royal Military College and the Royal Military Academy, I am directed by the Civil Service Commissioners to state, for the information of His Royal Highness the Commander-in-Chief, that, having been in communication with the Head Masters' Committee, the Commissioners anticipate no difficulty in so arranging the details of the Examination as to give effect to his Royal Highness's wishes.

I am at the same time to state that it appears to the Commissioners that it would be undesirable to give effect to the proposal until all other questions bound up with it shall have been settled, more especially the question of the abolition of the Army Preliminary Examination raised by the letter from this office of the 8th instant and the question of the fee for the Further Examination.

The Commissioners will be prepared to hold the Further Examinations in November a week earlier, so as to give time for the medical examination.

I have, &c.

The Secretary, Civil Service Commission, to the Secretary, Treasury. Examination Fees.

SIR, 21st September 1893.

I AM directed by the Civil Service Commissioners to state, for the information of the Lords Commissioners of Her Majesty's Treasury, that the Secretary of State for War has determined to make certain changes in the regulations respecting the Examinations held by this Board for admission to the Army, and that the Commissioners think that these changes might with advantage be accompanied by an alteration in the fee prescribed for candidates attending Examinations of this nature.

For some years past the Examinations for admission to the Royal Military College, Sandhurst, and the Royal Military Academy, Woolwich, and the Examinations of Militia Officers who were candidates for Commissions in the Army have been divided into two parts, viz., a "Preliminary" or Pass Examination and a "Further" or Competitive Examination, and a fee of 1*l.* has been required of every candidate attending each of these Examinations, in pursuance of the "London

Examination Fees.

Gazette" notice of the 29th of May 1885, which was sanctioned by Mr. Barrington's letter of the 23rd of May 1885.

The changes which have now been decided upon, and which will come into operation after the end of the present year, will have the effect of consolidating the two above-mentioned Examinations into one, and under these circumstances the Commissioners are of opinion that the fee for admission to an Examination held under the new scheme should be 2*l.* in the case of candidates examined in London and 3*l.* in the case of candidates examined elsewhere, *e.g.*, in Dublin or Edinburgh, or at any provincial or other town.

At the same time the Commissioners think that candidates who have already passed an Army Preliminary Examination held under their directions, for admission to which they have already paid a fee of 1*l.*, should be allowed a deduction of 1*l.* on the fees for admission to Examinations held under the new conditions.

I am to request, therefore, that the Commissioners may be informed whether the Lords of Her Majesty's Treasury are pleased to agree to the fees being altered in the manner indicated and to sanction the publication in the "London Gazette" of the draft notice which is herewith enclosed.

I am to add that the Secretary of State for War has no objection to the proposed fees.

I have, &c.

ENCLOSURE.

Civil Service Commission,
September 1893.

The Civil Service Commissioners hereby give notice, in pursuance of Her Majesty's Order in Council of 22nd March 1879, that with the consent of the Lords Commissioners of Her Majesty's Treasury, they have prescribed that on and after the 1st day of January 1894 the following fees shall be paid by the under-mentioned classes of persons attending Examinations, viz.:—

Candidates attending an Examination for admission to the Army held by or under the directions of the Civil Service Commissioners in London, 2*l.*

Candidates attending an Examination for admission to the Army held by or under the directions of the Civil Service Commissioners elsewhere than in London, 3*l.*

Provided that a deduction of 1*l.* from the above-mentioned fees may be made in the case of any candidate who, before the 1st January 1894 has passed an Army Preliminary Examination held by or under the directions of the Civil Service Commissioners.

The Secretary, Treasury, to the Secretary, Civil Service Commission.

MY LORD AND SIR, 26th September 1893.

I AM directed by the Lords Commissioners of Her Majesty's Treasury to signify to you their approval of the changes proposed in the fees now payable by candidates attending Army Examinations, as submitted in Mr. Hennell's letter of the 21st instant, according to which, after the 31st December next, a consolidated fee of 2*l.* will be payable by each candidate attending the Examination in London, instead of two

separate fees of 1*l.* each for the "Preliminary" and "Further" Examinations respectively, as is now the case, and a fee of 3*l.* where the candidate is examined elsewhere than in the metropolis, with a saving, however, to the extent of 1*l.* in the case of any candidate who shall have passed the Army Preliminary Examination before the 1st January next. Examination Fees.

Their Lordships accordingly sanction the publication in the "London Gazette" of the draft notice prescribing the new fees, submitted in the letter under reply.

I have, &c.

*** By the Regulations issued from the War Office with the Army Orders dated October 1893 it was provided that from the first examination in 1894 *inclusive* the following should be the subjects of examination for candidates for admission to the ROYAL MILITARY ACADEMY, WOOLWICH:—

CLASS I.

	Marks.
(1.) Mathematics—	
(*a.*) Arithmetic, including vulgar and decimal fractions, proportion and simple interest	3,500
(*b.*) Algebra, up to and including the binomial theorem; the theory and use of logarithms	
(*c.*) Euclid, Books I. to IV., and VI.	
(*d.*) Plane Trigonometry, up to and including solution of triangles, and mensuration	
(*e.*) Statics—The equilibrium of forces acting in one plane and of parallel forces, the centre of gravity, the mechanical powers	
Dynamics—Uniform, uniformly accelerated, and uniform circular motion, falling bodies and projectiles in vacuo. (Analytical methods of solution will not be required)	
(2.) Latin	2,000
(3.) French or German (200 for colloquial)	2,000
(4.) English composition, including spelling and handwriting	1,000
(5.) Drawing, geometrical	1,000

Candidates will be required to show a satisfactory knowledge of each of the above-mentioned branches of mathematics, and must also obtain such an aggregate of marks in the subjects of Class I. as may satisfy the Civil Service Commissioners. Candidates who have previously to 1st January 1894 passed the Army Preliminary,* or any other of the examinations which have hitherto been accepted as equivalent thereto, will not be rejected for failing to qualify in arithmetic, or to obtain the aggregate required in Class I.

---

* Candidates who have failed to pass the Army Preliminary but have passed in three or more subjects, including elementary mathematics, will not be required to qualify in arithmetic in the competitive examination.

Class II.

	Marks.
(1.) Higher mathematics—(In all the following subjects great importance will be attached to accuracy in numerical results):— Further questions and problems on the subjects of the obligatory examination - - - Statics—Problems and exercises will be extended to friction. (The graphical or geometrical method of treating such problems should be studied as well as the analytical. "No application of the differential calculus to statics will be required - Dynamics—Problems and exercises will be extended to collisions and work. (Analytical methods of solution, but not the use of the differential calculus, will be involved) - Analytical Geometry—Problems on straight line and circle - - - - - - - Conic Sections—Elementary properties, with easy problems both on the analytical and geometrical methods - - - - - -	2,000
(2.) German or French, as alternating with subject (3) in Class I. (200 for colloquial) - - - -	2,000
(3.) Greek - - - - - - -	2,000
(4.) English History. There will be set: one general paper; one paper limited to a fixed period, of which notice will be given - - - - -	2,000
(5.) Chemistry—Elements of inorganic chemistry -	2,000
(6.) Physics—Elementary properties of electricity, magnetism, heat, light, and sound - - - -	2,000
(7.) Physiography and Geology - - - -	2,000

In each of the subjects (5), (6), and (7), the examination will be partly practical.

Only two of the subjects in Class II. can be taken up.

Class III.

(1.) Geography - - - - - - - - - -	500
(2.) Drawing, freehand - - - - - - - -	500

Both these subjects may be taken up.

The number of marks allowed to each candidate in the several subjects in which he has been examined will be summed up, and the resulting total will determine the place of the candidate in the competitive list; the successful candidates being those who stand at the head of the list up to the number of cadetships competed for.

*** By the Regulations issued from the War Office with the Army Orders dated October 1893, it was provided that from the first examination in 1894 *inclusive*, the following should be the subjects of examination for candidates for admission to the ROYAL MILITARY COLLEGE, SANDHURST:—

CLASS I.

	Marks.
(1.) Mathematics—	
(*a*.) Arithmetic, including vulgar and decimal fractions, proportion and simple interest	3,000
(*b*.) Algebra, up to and including the binomial theorem; the theory and use of logarithms	
(*c*.) Euclid, Books I. to IV., and VI.	
(*d*.) Plane Trigonometry, up to and including solution of triangles, and mensuration	
(2.) Latin	2,000
(3.) French or German (200 for colloquial)	2,000
(4.) English—Composition, including spelling and handwriting	1,000
(5.) Drawing, geometrical	1,000

Candidates who have not previously to 1st January 1894 passed the Army Preliminary* or other examinations which have hitherto been accepted as equivalent thereto, will be required to qualify in arithmetic, and must also obtain such an aggregate of marks in the subjects in Class I. as may satisfy the Civil Service Commissioners.

CLASS II.

	Marks.
1. Higher mathematics—(In all the following subjects great importance will be attached to accuracy in numerical results)—	
Further questions and problems on the subjects of the obligatory examination	2,000
Statics: The equilibrium of forces acting in one plane and of parallel forces, the centre of gravity, the mechanical powers, and friction. (The graphical or geometrical method of treating such problems should be studied as well as the analytical. No application of the differential calculus to Statics will be required)	
Dynamics: Uniform, uniformly accelerated, and uniform circular motion, falling bodies and projectiles in vacuo, collisions and work. (Analytical methods of solution, but not the use of the differential calculus, will be involved)	
Analytical Geometry: Problems on straight line and circle	
Conic Sections: Elementary properties, with easy problems both on the analytical and geometrical methods	

* Candidates who have failed to pass the Army Preliminary but have passed in three or more subjects, including elementary mathematics will not be required to qualify in arithmetic in the competitive examination.

	Marks.
2. German or French, as alternating with subject (3) in Class I. (200 for colloquial)	2,000
3. Greek	2,000
4. English History. There will be set: one general paper; one paper limited to a fixed period, of which notice will be given	2,000
5. Chemistry. Elements of inorganic chemistry	2,000
6. Physics. Elementary properties of electricity, magnetism, heat, light, and sound	2,000
7. Physiography and Geology	2,000

In each of the subjects (5), (6), and (7), the examination will be partly practical.

Only two of the subjects in Class II. can be taken up.

CLASS III.

1. Geography	500
2. Drawing, freehand	500

Both these subjects may be taken up.

The number of marks allowed to each candidate in the several subjects in which he has been examined will be summed up, and the resulting total will determine the place of the candidate in the competive list; the successful candidates being those who stand at the head of the list up to the number of cadetships competed for.

Queen's cadets, Honorary Queen's cadets, Indian cadets, and Pages of Honour will be required, before admission to the College, to pass a qualifying entrance examination only. They must attend the examination referred to above and in addition to the requirements therein mentioned, must obtain such an aggregate of marks in Classes I., II., and III. together, as may indicate in the judgment of the Civil Service Commissioners a competent amount of general proficiency.

A Queen's cadet, Honorary Queen's cadet, Indian cadet, or Page of Honour, who can produce a University certificate, as prescribed in paragraph 1 of the regulations under which commissions in the Army may be obtained by University candidates, will, except as regards the examination in geometrical drawing, be exempted from the qualifying entrance examination described in foregoing paragraph.

*** The subjects of the LITERARY EXAMINATION of officers of the Militia and of the Examination of UNIVERSITY CANDIDATES for Commissions in the Army are identical with those of the Examination for admission to the Royal Military College, Sandhurst.

APPENDIX.

STATISTICS.

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TABLE A.	Number of Cases dealt with between 1st January and 31st December 1893	28
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*** The lists of competitors in the Tables of Marks published with reprints of Examination Papers, may in some cases not be found to agree exactly with the figures in these Statistical Tables. The former usually represent the list of candidates at the time of the declaration of the results of the competition, but variations are liable to occur subsequently when successful candidates decline or are rejected on the ground of health, &c., and their places are supplied by the highest among the unsuccessful competitors, or when the number of appointments offered is increased. The results of the examination of any candidate who has declined or has proved to be ineligible are, for statistical purposes, regarded as having been annulled.

TABLE A.—Showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1893, and the manner in which the cases decided within the same period have been disposed of.

*** The items marked thus * include candidates unsuccessful in 1892, who in 1893 succeeded to the places of candidates who declined or were found to be ineligible.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given: After Open Competition or Open Selection. Under Scheme I.	For Second Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under consideration.
TOTALS OF ALL THE DEPARTMENTS.	30,617	8,450	2,103	19,258	806	2,056	93	253	67	137	1,614	1,635	953	10,820	1,804	9	186	1,403	5,561	474	3,552
PRELIMINARY EXAMINATIONS FOR OPEN COMPETITIONS:—																					
Public Works Office (Ireland):—																					
Assistant Surveyor of Buildings (2nd Class), Architectural Department.	15	–	–	15	–	–	–	–	–	6	–	1	8	–	–	–	–	–	–	–	–
Science and Art Department:—																					
Assistant Keeper, South Kensington Museum (Science Branch).	14	–	–	14	–	2	–	–	–	–	–	2	10	–	–	–	–	–	–	–	–
Assistant Keeper, South Kensington Museum (Art Branch).	6	–	–	6	–	1	–	–	–	–	–	2	3	–	–	–	–	–	–	–	–
War Office:—Assistant Surveyor, Royal Engineer, Civil Staff.	38	–	–	38	–	4	1	–	–	3	–	6	24	–	–	–	–	–	–	–	–
Works, Office of, &c.:—Assistant, Furniture Branch.	13	–	–	13	–	1	–	–	–	3	–	5	4	–	–	–	–	–	–	–	–
OPEN COMPETITION UNDER SCHEME I.	41	–	–	41	–	3	–	–	–	–	–	–	–	29	–	9	–	–	–	–	–

SECOND DIVISION:—																					
Open Competition for Clerkships*	170	–	–	170	–	2	–	4	–	–	–	–	–	–	–	–	164	–	–	–	–
Competition of Boy Clerks for Clerkships.	23	–	–	23	–	–	–	1	–	–	–	–	–	–	–	–	22	–	–	–	–
OPEN COMPETITION FOR BOY CLERKSHIPS.*	933	–	–	933	–	74	2	3	–	1	–	–	–	541	–	–	–	212	–	100	–
TEMPORARY BOY COPYISTS	730	–	–	–	730	79	1	1	–	1	383	–	–	–	–	–	–	242	–	–	23
TEMPORARY BOY MESSENGERS	76	–	–	–	76	4	2	–	1	–	–	–	–	–	–	–	–	68	–	–	1
ADMIRALTY:—																					
Keeper of Stationery and Printing	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Assistant Examiner of Naval Store Accounts.	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Assistant, Nautical Almanac Office.	16	–	–	16	–	4	–	–	–	–	–	–	–	11	–	–	–	1	–	–	–
Assistant Constructor (Second Class).	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Do. (Third Class)	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–
Supplementary Clerk (Abstractor Class).	4	4	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	3	–
Pensioner Writer	10	10	–	–	–	1	–	–	–	–	4	–	–	–	–	–	–	–	5	–	–
Do. Messenger	5	5	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	4	–	–
NAVAL ORDNANCE STORE DEPARTMENT:—																					
Writer (First Class)	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
NAVAL STORE DEPARTMENT:—																					
Senior Writer	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–
Writer (First Class)	4	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	–
NAVAL HOSPITALS, &c.:—																					
Supplementary Clerk (Abstractor Class).	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Matron	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Cook	2	2	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	1	–	–
Assistant Cook	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Attendant on Lunatics	11	11	–	–	–	1	–	–	–	–	2	–	–	–	–	–	–	–	5	–	3
First Class Labourer and Packer	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Nurse, Royal Marine Infirmary, Walmer.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
NAVAL PRISONS:—																					
Assistant Warder	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	2
Pensioner Messenger	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1893, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given					Yet to appear, or still under consideration.
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
																Under Scheme I.	For Second Division.	Under Special Regulations.			
ADMIRALTY—*cont.*																					
OTHER NAVAL ESTABLISHMENTS, INCLUDING DOCKYARDS:—																					
Dockyard:—																					
Assistant Cashier	31	4	-	27	-	8	-	-	-	-	-	-	-	17	-	-	-	-	-	3	3
Assistant Naval Storekeeper (Second Class).	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Assistant Expense Accounts Officer (Second Class).	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
Supervisor of Gun and Torpedo Work.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Senior Writer	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Writer (First Class, Rigger, &c.)	25	20	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	5
Boy Writer	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Timekeeper	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Soft Bread Baker, Malta	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Artificer	307	307	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	299	-	8
Do. for Promotion	143	-	143	-	-	1	-	-	-	-	-	-	-	-	71	-	-	-	-	-	71
Apprentice and Victualling Yard Apprentice.	466	1	-	465	-	10	-	-	1	-	1	-	-	307	147	-	-	-	-	-	1
AGRICULTURE, BOARD OF:—																					
Building Assistant	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Abstractor or Assistant Clerk	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-

BRITISH MUSEUM:—																						
Assistant	19	-	19	-	-	2	-	-	-	-	-	-	-	11	-	-	-	-	6	-	-	
Attendant	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	
Boy Attendant	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	1	
BROADMOOR CRIMINAL LUNATIC ASYLUM:—																						
Assistant Attendant	7	7	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	5	-	-	
Female Attendant	6	6	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	
CHELSEA HOSPITAL:—																						
Nurse	8	8	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	5	-	1	
CHIEF SECRETARY'S OFFICE (IRELAND):—																						
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Do. Veterinary Department	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
CIVIL SERVICE COMMISSION:—																						
Clerk in Charge of Registry and Despatch Branch.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Clerk in Charge of Accounts	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
COLLECTOR GENERAL OF RATES, DUBLIN:—																						
Clerk (Third Class)	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	
COLONIAL SERVICES:																						
Secretary to the High Commissioner for South Africa.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Straits Settlements Cadet for Examination in Language.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	
Eastern Cadet	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	
Clerk, Jamaica Civil Service	65	-	-	65	-	-	-	-	-	-	-	-	-	-	65	-	-	-	-	-	-	
COMMONS, HOUSE OF:—																						
Clerk, Department of the Clerk of the House.	20	-	20	-	-	3	-	-	-	-	-	-	-	7	-	-	-	-	3	-	7	
Messenger, Speaker's Secretary's Office.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
Messenger, Department of the Serjeant-at-Arms.	5	5	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	2	-	-	
Cleaner Do. do.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	
CONGESTED DISTRICTS BOARD (*see under* IRISH LAND COMMISSION).																						
CONSTABULARY (ROYAL IRISH):—																						
Cadet	68	-	68	-	-	16	-	8	-	-	-	-	-	39	-	-	-	-	5	-	-	
Constable for Promotion	157	-	157	-	-	1	-	-	-	-	-	-	-	-	156	-	-	-	-	-	-	

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1893, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given: After Open Competition or Open Selection. Under Scheme I.	For Second Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under consideration.
COUNTY SURVEYORS (IRELAND)	25	-	-	25	-	3	-	-	-	9	-	-	-	12	-	-	-	-	1	-	-	-
CUSTOMS:—																						
Examining Officer	304	304	-	-	-	29	-	-	-	3	-	-	-	-	272	-	-	-	-	-	-	-
Outport Clerk	20	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-
Outdoor Officer*	974	-	-	974	-	95	1	8	1	2	-	-	-	255	-	-	-	-	175	-	1	437
Lithographer, Bill of Entry Office, Liverpool.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Abstractor (Statistical)	16	16	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	15	-
House Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Boatman	221	221	-	-	-	7	13	15	7	6	19	-	-	-	-	-	-	-	-	132	-	22
Quarantine Mariner	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Boy Messenger	18	18	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	15	-	3
DEEDS, REGISTRY OF (IRELAND):—																						
Abstractor	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
DUBLIN METROPOLITAN POLICE:—																						
Constable for Appointment as Assistant Clerk.	48	-	48	-	-	4	-	-	-	-	-	-	-	34	10	-	-	-	-	-	-	-
Officer for Promotion	67	67	-	-	-	1	-	-	-	1	25	-	-	-	40	-	-	-	-	-	-	-
DUBLIN METROPOLITAN POLICE COURTS:—																						
Second Chief Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Clerk (First Class)	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-
Clerk (Second Class)	20	-	-	20	-	5	-	-	-	-	-	-	-	13	-	-	-	-	2	-	-	-

| | | |

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1893, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given				
																After Open Competition or Open Selection.			After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under consideration.
																Under Scheme I.	For Second Division.	Under Special Regulations.			
INDIA AUDIT OFFICE:—																					
Second Class Clerk	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
INDIA CIVIL SERVICE:—																					
Open Competition of August 1893	124	–	–	124	–	17	–	–	–	–	–	–	–	51	54	–	–	–	–	–	2
Periodical Examination of Selected Candidates.	33	–	–	33	–	1	–	–	–	–	–	–	–	–	32	–	–	–	–	–	–
Final Examinations of Candidates selected in 1891 and 1892.	65	–	–	65	–	–	–	–	–	–	1	–	–	–	–	–	–	64	–	–	–
Member of the India Civil Service, examined in Modern Language.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
INDIA FOREST SERVICE	49	–	49	–	–	12	–	–	–	–	–	–	–	26	11	–	–	–	–	–	–
INDIA OFFICE:—																					
Second Class Clerk	4	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	–
Messenger	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–
INDIA POLICE SERVICE	84	–	84	–	–	13	–	1	–	–	–	–	–	60	10	–	–	–	–	–	–
INLAND REVENUE:—																					
Clerk, First Division, Legacy and Succession Duty Office.	81	8	–	73	–	7	–	–	–	–	–	–	–	43	–	–	–	22	–	9	–
Assistant Surveyor of Taxes	106	1	–	105	–	13	–	–	–	–	–	–	–	74	–	–	–	16	–	3	–

Superintending Examiner of Claims.	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
Principal of Registry	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Registrar of Securities	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Examiner of Spoiled Stamps, Edinburgh.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Supplementary Clerk (Abstractor Class).	12	12	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	10	-
Assistant of Excise	1,445	-	-	1,445	-	180	-	4	2	1	-	-	-	1,139	-	-	-	95	-	24
Housekeeper	3	3	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	2	-
Messenger	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
Warehouseman	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
IRISH LAND COMMISSION, INCLUDING CONGESTED DISTRICTS BOARD:—																				
Second Class Clerk	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3
Third Class Clerk	19	19	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	17
LAND REGISTRY OFFICE:—																				
Third Class Clerk	4	4	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	1	1
LOCAL GOVERNMENT BOARD (ENGLAND):—																				
Clerk, Higher Division	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
LORDS (HOUSE OF):—																				
PARLIAMENT OFFICE:—																				
Temporary Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
BLACK ROD'S DEPARTMENT:—																				
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
MERCANTILE MARINE OFFICES:—																				
Clerk or Deputy Superintendent	36	26	10	-	-	3	-	-	-	-	4	-	-	8	17	-	-	-	-	4
Clerk, Surveyor's Office, Belfast	2	-	2	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-
Junior Clerk	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Boy Clerk	22	5	17	-	-	2	-	-	-	-	3	-	-	9	7	-	-	-	-	1
METROPOLITAN POLICE:—																				
Officer for Promotion	219	219	-	-	-	1	-	-	-	-	36	-	-	-	176	-	-	-	-	6
METROPOLITAN POLICE COMMISSIONERS' OFFICE:—																				
Clerk	3	-	3	-	-	1	-	-	-	-	-	-	-	1	1	-	-	-	-	-
Assistant Clerk	4	4	-	-	-	-	-	-	-	-	1	-	-	-	8	-	-	-	-	-
METROPOLITAN POLICE, RECEIVER'S OFFICE:—																				
Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Junior Clerk	3	-	3	-	-	-	-	-	-	-	-	-	-	2	1	-	-	-	-	-
Assistant Clerk	7	1	6	-	-	-	-	-	-	-	-	-	-	4	3	-	-	-	-	-

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1893, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
															For whom Certificates were given						
															After Open Competition or Open Selection.						
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	Under Scheme I.	For Second Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under consideration.
METROPOLITAN POLICE COURTS SERVICE:—																					
Junior Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Temporary Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
MILITARY EXAMINATIONS:—																					
Preliminary Examinations	2,849	-	-	2,849	-	340	-	-	-	-	-	1,606	903	-	-	-	-	-	-	-	-
ROYAL MILITARY ACADEMY AND ROYAL MARINE ARTILLERY:— Candidates for entry	720	-	-	720	-	23	-	26	-	-	-	-	-	346	100	-	-	-	-	-	225
ROYAL MILITARY COLLEGE AND ROYAL MARINE LIGHT INFANTRY:— Ordinary Candidates for entry, including those eligible for West India Regiments only.	1,732	-	-	1,732	-	65	-	10	-	-	-	4	-	951	206	-	-	-	-	-	486
University Candidates for Commissions	75	-	-	75	-	3	-	-	-	-	-	6	-	21	16	-	-	-	-	-	29
Queen's Cadets, &c.	36	36	-	-	-	2	-	-	-	-	7	-	-	-	17	-	-	-	-	-	10
LIEUTENANTS OF MILITIA:— Examined for Commissions in the Army.	170	170	-	-	-	5	-	-	-	-	24	-	-	-	49	-	-	-	-	-	92
ROYAL MALTA MILITIA:— Examined for Commissions	7		-	-	-	-	-	-	-	-	6	-	-	-	1	-	-	-	-	-	-
OFFICERS OF COLONIAL LOCAL MILITARY FORCES:— Examined for Commissions in the Army.	11	11	-	-	-	1	-	-	-	-	-	3	1	-	2	-	-	-	-	-	4
ARMY OFFICERS EXAMINED IN MODERN LANGUAGES.	94	94	-	-	-	19	-	-	-	-	15	-	-	-	60	-	-	-	-	-	-

MILITARY PRISONS DEPARTMENT:—																					
Assistant Warder	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	
MINT:—																					
Clerk, Operative Department	1	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	
Office Keeper and Foreman of Coin and Bullion.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	
Boy	4	4	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	2	–	–	
SYDNEY BRANCH:—																					
Junior Clerk	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	
NATIONAL EDUCATION OFFICE (IRELAND):—																					
Inspector	29	–	29	–	–	3	–	–	–	–	–	–	–	20	5	–	–	–	–	1	
Abstractor	19	19	–	–	–	1	–	–	–	–	4	–	–	–	–	–	–	–	13	1	
Assistant Messenger	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	
Gate Keeper and Assistant Messenger	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	
Boy Messenger	7	3	4	–	–	–	1	–	–	–	2	–	–	2	–	–	–	2	–	–	
NATIONAL GALLERY (ENGLAND):—																					
Curator	1	1	–	–	–	–	–	–		–	–	–	–	–	–	–	–	1	–	–	
Assistant Porter	1	1	–	–	–	–	–	–		–	–	–	–	–	–	–	–	1	–	–	
NAVY:—																					
Officer for Examination in Language.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	
Naval Interpreter	3	3	–	–	–	–	–	–	–	–	–	–	–	–	3	–	–	–	–	–	
Naval Cadet	559	11	548	–	–	11	–	21	–	65	4	–	–	255	200	–	–	–	–	3	
Assistant Clerk	172	3	169	–	–	1	–	15	–	11	3	–	–	128	14	–	–	–	–	–	
Engineer Student	164	8	–	156	–	18	–	12	–	–	4	–	–	91	38	–	–	–	–	1	
PATENT OFFICE:—																					
Staff Clerk, Trade Marks Branch	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Second Custodian in the Library	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	
Abstractor	6	6	–	–	–	–	–	–	–	–	2	–	–	–	–	–	–	–	3	1	
Messenger	5	5	–	–	–	1	1	–	–	–	–	–	–	–	–	–	–	3	–	–	
PAYMASTER GENERAL'S OFFICE:—																					
Acting Examiner, Dublin	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	
Office Keeper	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	
Messenger	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1893, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
															For whom Certificates were given					
															After Open Competition or Open Selection.					
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	Under Scheme I.	For Second Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under consideration.
POST OFFICE :—																				
Clerk of the Supplementary Establishment, Secretary's Office.	55	19	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	38
Clerk, London Postal Service	52	-	52	-	-	5	-	-	-	-	-	-	-	27	-	-	-	-	20	-	-
Factory and Metropolitan Engineering Clerk.	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
Technical Officer, Engineer-in-Chief's Office.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Clerk, Returned Letter Office	9	-	9	-	-	1	-	-	-	-	-	-	-	5	-	-	-	-	3	-	-
Clerk, Confidential Enquiry Branch.	36	-	36	-	-	4	-	-	-	-	-	-	-	22	-	-	-	-	7	-	3
Clerk, Postal Stores Department	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Surveyor's Clerk	29	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23	1
Assistant Clerk (Abstractor Class)	46	46	-	-	-	1	-	-	-	-	8	-	-	-	-	-	-	-	-	32	5
Sorting Clerk, Dublin	63	63	-	-	-	1	-	-	-	-	18	-	-	-	-	-	-	-	43	-	1
Do. Edinburgh	61	61	-	-	-	2	-	-	-	1	16	-	-	-	-	-	-	-	42	-	-
Storekeeper, Dublin	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Second Class Examiner, Controller of Stores Office.	19	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19
Postmaster and Sub-Postmaster	12	12	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	10	-	-
Postmistress and Sub-Postmistress.	23	23	-	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	16	-	1
Female Clerk*	1,503	-	-	1,503	-	60	2	3	-	-	-	-	-	1,295	-	-	-	100	-	-	43
Paper Keeper (Registry, Secretary's Office).	9	9	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	7	-	-
Male Telegraph Learner*	1,320	-	-	1,320	-	143	4	25	-	-	-	-	-	1,009	-	-	-	125	-	-	14
Female Telegraph Learner*	2,864	-	-	2,864	-	142	1	13	-	-	-	-	-	1,832	-	-	-	126	-	-	750
Male Sorter	2,006	577	501	928	-	350	37	18	4	2	279	-	-	648	-	-	-	96	385	-	187
Female Sorter*	2,162	-	-	2,162	-	106	-	9	-	-	-	-	-	1,275	-	-	-	35	-	-	737
Provincial Sorting Clerk and Telegraph Learner (Male).	1,048	1,048	-	-	-	-	-	2	4	2	214	-	-	-	-	-	-	-	772	-	54
Do. do. (Female)	594	594	-	-	-	-	1	-	-	3	117	-	-	-	-	-	-	-	449	-	24

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TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1893, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons																
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given: After Open Competition or Open Selection: Under Scheme I.	For Second Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under consideration.
PUBLIC WORKS OFFICE (IRELAND)—*cont.*																						
Assistant Surveyor of Buildings (2nd Class), Architectural Department.	15	-	-	15	-	2	-	-	-	2	-	-	-	9	-	-	-	2	-	-	-
RECORD OFFICE (ENGLAND):—																						
Junior Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Workman	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-
RECORD OFFICE (IRELAND):—																						
Workman-Searcher	6	1	5	-	-	1	-	-	1	-	-	-	-	3	-	-	-	-	1	-	-
REGISTER HOUSE DEPARTMENTS (EDINBURGH):—																						
Porter	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
OFFICE OF THE REGISTER OF DEEDS, &c.:—																						
Second Class Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
REGISTRAR GENERAL'S OFFICE (ENGLAND):—																						
Boy Messenger	3	3	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	2	-	-
ROYAL PARKS AND GARDENS:—																						
Gatekeeper	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
SCIENCE AND ART DEPARTMENT:—																						
Assistant Director for Art	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Do. for Science	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Do, South Kensington Museum,	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-

Keeper, South Kensington Museum.	4	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	–
Assistant Keeper do. (Art Branch).	7	–	–	7	–	–	–	–	–	–	–	–	–	4	–	–	–	2	–	1	–
Do. South Kensington Museum (Science Branch).	13	–	–	13	–	2	–	–	–	–	–	–	–	9	–	–	–	2	–	–	–
Clerk, Upper Division	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Clerk in Charge of the Registry	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Examination Clerk	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Storekeeper	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Deputy Storekeeper	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Instructor in Mine Surveying, Royal College of Science, London.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Technical and Special Assistant, South Kensington Museum.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Abstractor or Assistant Clerk	7	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	7	–
Temporary Assistant Geologist	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
Chief Warehouseman, Stores Division.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Junior Warehouseman, Stores Division.	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–
Skilled Attendant	2	2	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	1	–	–
Attendant	7	5	2	–	–	–	–	–	–	–	1	–	–	1	–	–	–	–	5	–	–
Boy Attendant, Royal College of Science, Dublin.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Messenger	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
SCOTCH EDUCATION DEPARTMENT:—																					
Abstractor	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
SCOTLAND, OFFICE OF THE SECRETARY FOR:—																					
Messenger, Lord Advocate's Office (Edinburgh).	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
SEAMEN'S REGISTRY OFFICE:—																					
Abstractor	2	2	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1
STATIONERY OFFICE:—																					
Posting Clerk (Abstractor Class)	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–
SUPREME COURT OF JUDICATURE (ENGLAND):—																					
CENTRAL OFFICE:—																					
Third Class Clerk	3	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–
CHANCERY DIVISION:—																					
Third Class Clerk	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–
PROBATE, DIVORCE, AND ADMIRALTY DIVISION:—																					
Third Class Clerk	3	3	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	2	–	–
Copying Clerk	2	2	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	1	–	–

TABLE A. *(continued)*, showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1893, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons															
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	For whom Certificates were given					Yet to appear, or still under consideration.
																After Open Competition or Open Selection.					
																Under Scheme I.	For Second Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	
SUPREME COURT OF JUDICATURE (ENGLAND)—(*cont.*).																					
DEPARTMENT OF THE LAW OFFICERS OF THE CROWN:—																					
Principal Permanent Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Second do. do.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
BANKRUPTCY AND COMPANIES' DEPARTMENTS:—																					
Manager of Scrivenery	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Third Class Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
SUPREME COURT OF JUDICATURE (IRELAND):—																					
CHANCERY DIVISION — LAND JUDGES:—																					
Conveyancer and General Clerk	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
CHANCERY DIVISION (LORD CHANCELLOR'S SECRETARY'S AND THE CROWN AND HANAPER OFFICES):—																					
Messenger	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
TEMPORARY COMMISSIONS:—																					
Clerk	7	7	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	5	-	1
Do. (Female)	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-
Messenger	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-

TRADE, BOARD OF:—																					
Clerk, Upper Division	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Official Receiver under the Companies' (Winding-up) Act, 1890.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Assistant Official Receiver under the Companies' (Winding-up) Act, 1890.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Inspector of Ships' Provisions, under the Merchant Shipping Act, 1892.	12	12	–	–	–	–	–	–	–	–	8	–	–	–	–	–	–	–	9	–	
Sub-Inspector of Ships' Provisions, under the Merchant Shipping Act, 1892.	6	6	–	–	–	–	–	–	–	–	2	–	–	–	–	–	–	–	4	–	
Office Keeper and Mechanic, Standards Department.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	
Messenger	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	
Assistant Light Keeper at the Bahamas.	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	
TREASURY:—																					
Clerk, Department of the Superintendent of County Courts.	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	
Assistant to the Parliamentary Clerk.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Assistant Clerk (Abstractor Class).	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Messenger	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	
TRINITY HOUSE:—																					
Clerk (Lower Grade)	1	–	1	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	
Extra Clerk	5	–	5	–	–	–	–	–	–	–	–	–	–	4	1	–	–	–	–	–	
Boy Clerk	11	–	11	–	–	2	–	–	–	–	–	–	–	7	2	–	–	–	–	–	
VALUATION OFFICE (IRELAND):—																					
Chief Clerk	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Valuer and Surveyor (Second Section).	22	–	–	22	–	6	–	–	–	–	–	–	–	11	–	–	–	4	–	–	1
Assistant Clerk (Abstractor Class).	5	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	5	–	
WAR OFFICE:—																					
Confidential Clerk, Department of the Commander-in-Chief.	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	
Assistant Surveyor, Royal Engineer Civil Staff.	40	–	–	40	–	9	–	–	–	–	–	–	–	25	–	–	–	2	–	–	4
Draughtsman, Works Division (First Class)	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	
Do. do. (Second Class)	3	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	
Do. do. (Third Class)	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	

TABLE A. (*continued*), showing for each DEPARTMENT the NUMBER of CASES dealt with in the year ending December 31, 1893, and the manner in which the cases decided within the same period have been disposed of.

DEPARTMENT AND CLASS OF SITUATION.	Number of Cases dealt with.					Number of Persons														
															For whom Certificates were given					
															After Open Competition or Open Selection.					
	General Total.	Of Candidates nominated singly.	Of Candidates nominated to compete.	Of Candidates at Open Competitions.	Of Candidates to be registered as Copyists or Messengers.	Who were absent, declined, or withdrew.	Who were not within the limits of AGE.	Whose HEALTH was not satisfactory.	Whose CHARACTER was not satisfactory.	Who were excluded by Departments for other reasons or for reasons not mentioned.	Who were REJECTED on Examination.	Who FAILED in Preliminary Examinations.	Who PASSED the Preliminary Examination.	Who were UNSUCCESSFUL in Competition.	For whom Certificates were not required.	Under Scheme I.	For Second Division.	Under Special Regulations.	After Nomination.	Under Clause VII. of the O. in C. of 4 June 1870.	Yet to appear, or still under consideration.
WAR OFFICE—*cont.*																				
Assistant Inspector of Medical Supplies, Army Medical Department.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Civilian Chief Clerk and Interpreter, attached to the Army Service Corps, in Cyprus or elsewhere.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Civilian Clerk, Army Service Corps, Jamaica.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Map Curator, Office of the Director of Military Intelligence.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Presskeeper - - -	7	7	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	6	-
Messenger - - - -	3	3	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	1	-
ARMY CLOTHING DEPARTMENT:—																				
Staff Officer of the Clerical Establishment.	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4
WOODS, OFFICE OF:—																				
Junior Clerk - - -	3	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Abstractor - - -	5	5	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	3
QUIT RENT OFFICE, DUBLIN:—																				
Survey Clerk - - -	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
WORKS, OFFICE OF:—																				
Second Class Assistant Surveyor	2	-	-	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
Assistant, Furniture Branch -	9	-	-	9	-	1	-	-	-	-	-	-	-	7	-	-	-	1	-	-
Principal Assistant, Kew -	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Park-keeper - - -	14	14	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	12	-
Attendant in one of the Botanic Gardens.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1

TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year ending December 31, 1893.

(i.)—OPEN COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful
OPEN COMPETITION FOR CLERKSHIPS (CLASS I.).	1	9	41	3	38	29	9
OPEN COMPETITION FOR BOY CLERKSHIPS.	1	200	819	78	741	541	200
ADMIRALTY:—							
Assistant Cashier, H.M. Naval Yards.	1	2	27	8	19	17	2
Assistant, Nautical Almanac Office.	1	1	16	4	12	11	1
Dockyard Apprentice - -	1	147	465	11	454	307	147
COLONIAL SERVICES:—							
Clerk, Jamaica Civil Service -	2	†	65	—	65	—	†
COUNTY SURVEYORS (IRELAND).	1	1	25	12	13	12	1
CUSTOMS:—							
Out-door Officer - -	1	100	450	95	355	255	100‡
DUBLIN METROPOLITAN POLICE COURTS:—							
Second Class Clerk - -	1	2	20	5	15	13	2
ECCLESIASTICAL COMMISSION:—							
Junior Clerk - - -	1	2	45	17	28	26	2
FOREIGN OFFICE:—							
Student Interpreter in Consular Service, China, &c.	1	5	34	4	30	25	5
INDIA CIVIL SERVICE:—							
Open Competition - -	1	56	124	17	107	51	56‖
Selected Candidates, Periodical Examination.	1	—	33	1	32	—	32
Selected Candidates, Final Examinations.	2	—	65	—	65	1	64
INLAND REVENUE:							
Clerk, First Division, Legacy and Succession Duty Office.	2	23	73	7	66	43	23
Assistant Surveyor of Taxes -	1	18	105	13	92	74	18
Assistant of Excise - -	2	119	1,445	187	1,258	1,139	119§

* For these candidates no certificates had been granted up to the 31st December 1893.
† In this case the number of vacancies was not stated.
‡ For 5 of these candidates no certificates had been granted up to the 31st December 1893.
§ For 24 of these candidates no certificates had been granted up to the 31st December 1893.
‖ The cases of 2 of these candidates were not complete on the 31st December 1893.

TABLE B.—(i.) OPEN COMPETITIONS—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
MILITARY EXAMINATIONS:—							
ROYAL MILITARY ACADEMY AND ROYAL MARINE ARTILLERY:—							
Candidates for entry -	2	100	495	49	446	346	100
ROYAL MILITARY COLLEGE AND ROYAL MARINE LIGHT INFANTRY:—							
Ordinary Candidates for entry, including those eligible for West India Regiments only.	2	206	1,246	75	1,171	965	206
University Candidates for entry.	2	16	46	3	43	27	16
NAVY:—							
Engineer Student - -	1	36	156	29	127	91	36
POST OFFICE:—							
Female Clerk* - - -	2	70	1,427	62	1,365	1,295	70†
Male Telegraph Learner (London, Edinburgh, and Dublin).*	5	121	1,292	162	1,130	1,009	121‡
Female Telegraph Learner (London, Edinburgh, and Dublin).*	4	134	2,102	136	1,966	1,832	134§
Male Sorter*,* - - -	2	264	928	348	580	316	264‖
Female Sorter* - - -	2	59	1,444	110	1,334	1,275	59¶
PRIVY COUNCIL OFFICE:—							
Third Clerk, Judicial Department.	1	1	67	27	40	39	1
PUBLIC WORKS OFFICE (IRELAND):—							
Assistant Surveyor of Buildings (Second Class), Architectural Department.	1	2	15	4	11	9	2
SCIENCE AND ART DEPARTMENT:—							
Assistant Keeper, South Kensington Museum (Art Branch).	1	3	7	—	7	4	3
Assistant Keeper, South Kensington Museum (Science Branch).	1	2	13	2	11	9	2
VALUATION OFFICE (IRELAND):—							
Valuer and Surveyor (Second Section).	1	5	22	6	16	11	5**
WAR OFFICE:—							
Assistant Surveyor, Royal Engineer Civil Staff.	2	6	40	9	31	25	6††
WORKS, OFFICE OF:—							
Assistant, Furniture Branch -	1	1	9	1	8	7	1

* Only the totals of the unsuccessful will be found to agree with the details given in Table A. The differences are due to numerous cases in which candidates, who, at the end of 1892, were regarded as unsuccessful, succeeded in 1893 to the places of candidates above them on the list who declined or proved to be ineligible.

† For 43 of these candidates no certificates had been granted up to the 31st December 1893.

‡ For 14 of these candidates no certificates had been granted up to the 31st December 1893.

§ For 20 of these candidates no certificates had been granted up to the 31st December 1893.

‖ For 108 of these candidates no certificates had been granted up to the 31st December 1893.

¶ For 29 of these candidates no certificates had been granted up to the 31st December 1893.

** For 1 of these candidates no certificate had been granted up to the 31st December 1893.

†† For 4 of these candidates no certificates had been granted up to the 31st December 1893.

, See also Limited Competitions, page 48.

TABLE B.—Showing the NUMBER and PARTICULARS of the COMPETITIONS disposed of in the Year ending December 31, 1893.

(ii.)—LIMITED COMPETITIONS.

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
ADMIRALTY:—							
Artificer for Promotion	11	*	72	1	71	*	*
BRITISH MUSEUM:—							
Assistant	4	5	16	2	14	9	5
BRITISH MUSEUM (NATURAL HISTORY):—							
Assistant	1	1	3	—	3	2	1
COMMONS, HOUSE OF:—							
DEPARTMENT OF THE CLERK OF THE HOUSE:—							
Clerk	2	2	12	3	9	7	2
CONSTABULARY, ROYAL IRISH:—							
Cadet	2	5	68	24	44	39	5
Constable for Promotion	1	*	157	1	156	*	*
DUBLIN METROPOLITAN POLICE:—							
Constable for appointment as Assistant Clerk.	1	10	48	4	44	34	10
FOREIGN OFFICE:—							
Clerk on the Establishment or Attaché in the Diplomatic Service.	2	2	16	2	14	12	2
HOME OFFICE:—							
Inspector of Factories and Workshops.	3	3	11	1	10	7	3
INDIA FOREST SERVICE:—							
Candidates for entry	1	10	48	12	36	26	10
INDIA POLICE SERVICE:—							
Candidates for entry	1	10	84	14	70	60	10
MERCANTILE MARINE OFFICES:—							
Clerk or Deputy Superintendent.	2	2	10	—	10	8	2
Boy Clerk	3	6	17	2	15	9	6†
Clerk, Surveyor's Office, Belfast.	1	1	2	—	2	1	1

* In these cases the number of vacancies was not stated.
† The case of one of these candidates was not complete on the 31st December 1893.

TABLE B.—(ii.) LIMITED COMPETITIONS—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	No. of Competitions.	No. of Situations competed for.	No. of Competitors.	No. of Competitors			
				Who did not proceed to Examination, or who were ineligible.	Who were eligible and examined.		
					Total.	Unsuccessful.	Successful.
METROPOLITAN POLICE:—							
Clerk, Commissioners' Office	1	1	3	1	2	1	1
Assistant Clerk, Receiver's Office.	2	2	6	—	6	4	2
Junior Clerk, Receiver's Office	1	1	3	—	3	2	1
NATIONAL EDUCATION OFFICE (IRELAND):—							
Inspector	2	3	26	3	23	20	3*
Boy Messenger	1	1	4	1	3	2	1
NAVY:—							
Cadet	3	199	548	94	454	255	199
Assistant Clerk	2	14	169	27	142	128	14
POST OFFICE:—							
Clerk, London Postal Service	2	17	49	5	44	27	17
Clerk, Returned Letter Office	2	3	9	1	8	5	3
Clerk, Confidential Enquiry Branch.	1	10	36	4	32	22	10†
Male Sorter, London§	2	143	501	26	475	332	143‡
RECORD OFFICE (IRELAND):—							
Workman-Searcher	1	1	5	1	4	3	1
SCIENCE AND ART DEPARTMENT:—							
Attendant	1	1	2	—	2	1	1
TRINITY HOUSE:—							
Extra Clerk	1	1	5	—	5	4	1
Boy Clerk	1	2	11	2	9	7	2

* The case of one of these candidates was not complete on the 31st December 1893.
† For 3 of these candidates no certificates had been granted up to the 31st December 1893.
‡ For 18 of these candidates no certificates had been granted up to the 31st December 1893.
§ See also Open Competitions, page 46.

The following Competitions were in progress on 31st December 1893, but had not been finally disposed of.

Department, &c.	Number of Competitions.	Number of Situations to be competed for.	Number of Competitors.
ADMIRALTY:—			
Artificer for Promotion	2	*	71
COMMONS, HOUSE OF:—			
Department of the Clerk of the House:—			
Clerk	1	1	7
CUSTOMS:—			
Outdoor Officer	1†	50	432
FOREIGN OFFICE:—			
Temporary Translator	1	1	2
Diplomatic Service:—			
Attaché	1	3	12
MILITARY EXAMINATIONS:—			
Royal Military Academy, Woolwich:—			
Candidates for Entry	1†	50	225
Royal Military College, Sandhurst:—			
Ordinary Candidates for entry, including those eligible for West India Regiments only.	1†	102	486
University Candidates for Commissions	1†	8	29
POST OFFICE:—			
Clerk, Supplementary Establishment of the Secretary's Office.	1	22	36
Female Telegraph Learner (London and Edinburgh).	2†	Not fewer than 54	718
Female Sorter	1†	Not fewer than 15	708

* In this case the number of vacancies was not stated.
† These were Open Competitions.

TABLE C.—COMPARATIVE STATEMENT of the CASES dealt with, under the Order in Council of 4th June 1870, during the years 1892 and 1893.

——	1892.	1893.
Candidates who were passed and certificated - -	7,117	7,560
„ who were rejected on literary examination -	1,258	1,477
„ who were ineligible in respect of age -	54	93
„ who were ineligible in respect of health -	205	160
„ who were ineligible in respect of character	52	66
„ who were unsuccessful in competition -	8,168	8,433
„ who passed preliminary test examinations	586	49
„ who failed in preliminary test examinations	555	16
„ who did not proceed to examination -	1,705	1,496
	19,700	19,350

TABLE D.—STATEMENT of PRINCIPAL COMPETITIONS, OPEN AND LIMITED, disposed of in 1892 and 1893.

DEPARTMENT AND CLASS OF SITUATION.	Number of					
	Competitions.		Situations competed for.		Competitors.	
	1892.	1893.	1892.	1893.	1892.	1893.
Under the Order in Council of June 4th, 1870.						
†Clerkships, Class I. - - -	1	1	12	9	31	41
†Clerkships, Second Division - - -	2	—	318	—	1,562	—
Competitions of Boy Clerks for Clerkships of the Second Division, under the provisions of Clause XI. of the Order in Council of 12th February 1876 - - -	2	—	41	—	172	—
†Boy Clerkships - - - -	2	1	412	200	1,413	819
†Admiralty:—Accountant Clerk, Outports -	1	—	1	—	11	—
†Admiralty:—Draughtsman, Outports -	1	—	2	—	4	—
†Admiralty:—Assistant, Nautical Almanac Office - - - - - -	—	1	—	1	—	16
Admiralty:—Second Class Assistant, Greenwich Observatory - - - -	1	—	2	—	7	—
†Admiralty:—Draughtsman, Hydrographical Department - - - -	1	—	1	—	7	—
†Admiralty:—Assistant Naval Storekeeper (Second Class) H.M. Naval Yards -	1	—	5	—	21	—

† Competitions marked thus (†) were open competitions.

TABLE D.—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	Number of					
	Competitions.		Situations competed for.		Competitors.	
	1892.	1893.	1892.	1893.	1892.	1893.
†Admiralty:—Assistant Cashier, H.M. Naval Yards	—	1	—	2	—	27
British Museum:—Assistant	2	4	2	5	6	16
British Museum (Natural History):—Assistant	1	1	1	1	3	3
Census Office (Ireland):—Clerk	1	—	6	—	19	—
Commons, House of:—Clerk	1	2	1	2	6	19
Customs:—Outport Clerk	1	—	20	—	112	—
†Customs:—Out-door Officer	1	1	80	100	496	450
†Dublin Metropolitan Police Courts:—Second Class Clerk	—	1	—	2	—	20
†Ecclesiastical Commission:—Junior Clerk	—	1	—	2	—	45
Foreign Office:—Clerk on the Establishment or Attaché in the Diplomatic Service	1	2	9	2	27	16
†Foreign Office:—Student Interpreter	—	1	—	5	—	34
Home Office:—Assistant Inspector of Mines	2	—	2	—	6	—
Home Office:—Inspector of Factories and Workshops	4	3	10	3	32	11
†Inland Revenue:—Clerk, First Division, Legacy and Succession Duty Office	—	2	—	23	—	73
†Inland Revenue:—Assistant Surveyor of Taxes	1	1	10	18	85	105
†Inland Revenue:—Assistant of Excise	1	2	100	119	686	1,445
Irish Land Commission:—Attendant, Record Department	1	—	2	—	5	—
Lunacy Board (Scotland):—Third Clerk	1	—	1	—	4	—
†Mint:—Clerk, Operative Department	1	—	1	—	8	—
†Patent Office:—Assistant Examiner	1	—	3	—	35	—
Post Office:—Factory and Metropolitan Engineering Clerk	2	—	6	—	15	—
Post Office:—Clerk, London Postal Service	2	2	19	17	47	49
†Post Office:—Female Clerk	2	2	115	70	1,386	1,427
Post Office:—Clerk, Confidential Enquiry Branch	—	1	—	10	—	36
Post Office:—Clerk, Returned Letter Office	1	2	4	3	15	9
†Post Office:—Telegraph Learner—Male	6	5	67	121	1,194	1,293
†Post Office:—Telegraph Learner—Female	4	4	123	134	1,981	2,102
Post Office:—Sorter—†Male	—	2	—	264	—	928
Post Office:—Sorter—Male	—	2	—	143	—	501
Post Office:—Sorter—†Female	2	2	36	59	1,299	1,444
Post Office:—Examiner of Telegraph Stores	1	—	11	—	35	—
†Privy Council Office:—Third Clerk, Judicial Department	—	1	—	1	—	67
†Public Works Office (Ireland):—Assistant Surveyor of Buildings (Second Class) Architectural Department	—	1	—	2	—	15
Record Office, (Ireland):—Workman-Searcher	—	1	—	1	—	5

† Competitions marked thus (†) were open competitions.

TABLE D.—*continued.*

DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Situations competed for.		Competitors.	
	1892.	1893.	1892.	1893.	1892.	1893.
†Science and Art Department:—Assistant Keeper, South Kensington Museum (Art Branch)	—	1	—	3	—	7
†Science and Art Department:—Assistant Keeper, South Kensington Museum:—(Science Branch)	—	1	—	2	—	13
†Science and Art Department:—Assistant, Dublin Museum	1	—	1	—	8	—
†Science and Art Department:—Junior Assistant, Art Branch	1	—	1	—	5	—
†Science and Art Department:—Junior Assistant, Edinburgh Museum	1	—	2	—	8	—
Science and Art Department:—Attendant	1	1	1	1	2	2
†Valuation Office (Ireland):—Valuer and Surveyor (Second Section)	—	1	—	5	—	22
†War Office:—Second Assistant to Lecturers, Royal Artillery College	1	—	1	—	17	—
†War Office:—Assistant Surveyor, Royal Engineer Civil Staff	1	2	3	6	13	40
†Woods, Office of:—Junior Clerk	3	—	6	—	38	—
†Works, Office of:—Second Class Assistant Surveyor	1	—	2	—	9	—
Works, Office of:—Assistant, Kew	1	—	2	—	3	—
†Works, Office of:—Assistant, Furniture Branch	—	1	—	1	—	9
Not under the above-mentioned Order.						
†Admiralty:—Apprentice in H.M. Dockyards	1	1	140	147	458	465
†Colonial Services:—Eastern Cadet	1	—	3	—	37	—
†Colonial Services:—Clerk, Jamaica Civil Service	—	2	—	*	—	65
Constabulary, Royal Irish:—Cadet	2	2	9	5	81	68
†County Surveyor, Ireland	1	1	1	1	12	25
Dublin Metropolitan Police:—Constable for appointment as Assistant Clerk	—	1	—	10	—	48
†India Civil Service	1	1	32	56	95	124
India Forest Service	1	1	12	10	42	48
India Police Service	—	1	—	10	—	84
Mercantile Marine Offices:—Clerk	1	—	2	—	7	—
Mercantile Marine Offices:—Clerk, Surveyor's Office, Belfast	—	1	—	1	—	2
Mercantile Marine Offices:—Boy Clerk	2	3	3	6	12	17
Mercantile Marine Offices:—Clerk or Deputy Superintendent	—	2	—	2	—	10
Metropolitan Police:—Clerk, Commissioners' Office	1	1	3	1	8	3
Metropolitan Police:—Clerk, Receiver's Office	1	—	1	—	4	—

* In this case the number of vacancies was not stated.

† Competitions marked thus (†) were open competitions.

TABLE D.—*continued.*

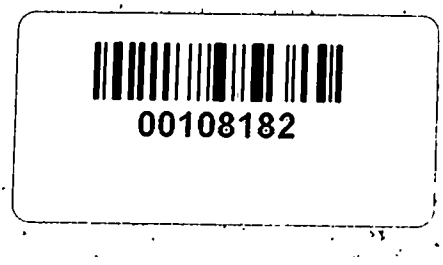
DEPARTMENT AND CLASS OF SITUATION.	Number of Competitions.		Situations competed for.		Competitors.	
	1892.	1893.	1892.	1893.	1892.	1893.
Metropolitan Police:—Junior Clerk, Receiver's Office	—	1	—	1	—	3
Metropolitan Police:—Assistant Clerk, Receiver's Office	2	2	3	2	9	6
National Education Office (Ireland):—Inspector	3	2	9	3	45	26
National Education Office (Ireland):—Inspector's Assistant	1	—	1	—	16	—
National Education Office (Ireland):—Boy Messenger	—	1	—	1	—	4
Petty Sessions Clerks (Ireland), Office of the Registrar of:—Clerk	1	—	1	—	4	—
†Royal Military Academy, Woolwich	1	2	50	100	245	495
†Royal Military College, Sandhurst, and University Candidates for Commissions	2	2	266	222	1,448	1,292
Royal Navy:—Cadet	1	3	56	199	191	548
Royal Navy:—Assistant Clerk	2	2	14	14	128	169
†Royal Navy:—Engineer Student	1	1	30	36	148	156
Trinity House:—Clerk (Lower Grade)	1	—	2	—	5	—
Trinity House:—Extra Clerk	—	1	—	1	—	5
Trinity House:—Boy Clerk	1	1	1	2	6	11

TABLE E.—Showing the CAUSES of NON-ACCEPTANCE by DEPARTMENTS of SECOND DIVISION CLERKS and BOY CLERKS assigned to them, from 1876 to 1893.

Cause of Non-acceptance.	Second Division Clerks.	Boy Clerks.
Inefficiency	80	34
Offences against official rules, &c.	2	3
Health unsatisfactory	85	64
Character unsatisfactory	2	1
Age unsatisfactory (too near the higher limit)*	—	6
„ (too low for special duties)	1	—
Physical unfitness and carelessness	—	1
Inability to take up appointment	2	2
Cause not stated	2	—
	124	111

* The inconvenience arising from this cause was explained in our 24th Report.

† Competitions marked thus (†) were open competitions.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